

THREEPENNE

In the minds of local government officers, the names of Sidney and Beatrice Webb are honourably associated with brilliant research, deep understanding, and active participation in our work. In 1935, they first published a book on the Soviet Union which was immediately hailed as an authoritative work. Mrs. Webb is at present engaged on a re-issue of the 2nd edition, including a lengthy new introduction, the proofs of which we have been privileged to see. Next month we hope to publish a remarkable interview with Mrs. Webb, together with a review of the new

introduction to "Soviet Communism—A New Civilisation," dealing in particular with those aspects of Russian life which are of special interest to local government officers. In the meantime, these few extracts from the introduction will give some indication of its interest:

Stalin is not a Dictator—"Nor has Stalin ever claimed the position of a dictator or fuhrer. Far otherwise: he has persistently asserted in his writings and speeches that as a member of the Presidium of the Supreme Soviet of the U.S.S.R. he is merely a colleague of thirty other members and that so far as the Communist Party is concerned he acts as general secretary under the orders of the executive."

The U.S.S.R. is a political democracy—"Hence, if equal rights to all races within a sovereign state is a necessary characteristic of political democracy, the U.S.S.R. stands out as a champion of this form of liberty."

Why the new introduction was written.—"I started this task with the approval and help of my life partner (also an over-eighty) because we thought it desirable that all those who are sincere in their avowed intention of creating a new social order within their own country designed to eliminate the poverty in the midst of plenty, characteristic of the wealthiest and most powerful of the capitalist democracies—the United Kingdom and the U.S.A.—should study the internal organisation of the U.S.S.R. so as to avoid its mistakes and learn from its successful experiments."

Hush-Hush Government?

HOW far should a local authority disclose its activities to the public, and how far is it justified in taking advantage of its powers to transact business in committee, and thus in secret? The question has been debated at length in "The Times" recently, following bitter complaints by some editors of provincial newspapers and by such bodies as the Institute of Journalists of what they describe as the growing practice of authorities—and particularly, it would seem, the smaller ones—of using procedure in committee as a means of escaping publicity.

In the words of "The Times" leader on the subject, these critics "suspect the growth in local affairs of a spirit of dictatorial bureaucracy, essential to a totalitarian state, but wholly discordant in a land devoted to and now fighting for liberty," and they have therefore demanded amendment of the Local Government Acts of 1908 and 1933 to compel all authorities to admit the Press to meetings of their committees. As "The Times" points out, this would not be enough. "What is required," it declares, "is a public awakening to the importance of local government. In far too many areas before the war local elections had ceased to interest the public or the best type of candidate. We are paying to-day for local lethargy in the past, and paying at a time when high quality in local administrators is more necessary than ever before."

Two Kinds of Publicity

WITHOUT fully endorsing these words, we emphatically endorse the main contention, that the activities of local authorities should be given the widest possible publicity. Members of N.A.L.G.O. know to their cost the extent of public apathy towards and ignorance of local government: have they not adopted a policy of public relations designed to arouse that apathy and enlighten that ignorance? But they cannot hope to succeed in that object without the support of the local authorities. So long as they conduct their work behind closed doors, so long will the public ignore or condemn them.

To this, supporters of the "hush hush" school may well reply that there are two kinds of publicity. One, setting out to explain, accurately and objectively, the how, why, and

wherefore of local government activity, is wholly admirable. The other, not infrequently met with, regards local government purely as a source of sensations, scandals, and dirty linen, real or imaginary. Every officer must have experienced examples of the latter—in which an irrelevant squabble between two councillors is magnified into a serious row, eclipsing an interesting debate, or a minor phrase of criticism in a report becomes a major scandal amid the reverberations of which all the valuable features of the report are lost. Few officers and councillors could fail, did they wish, to produce a damning list of such examples, sufficient, indeed, to justify a demand for the exclusion of the Press from all council meetings.

Nor must it be forgotten that many of the discussions which take place in committee must be kept secret in the public interest. Quite apart from those wartime measures disclosure of which is specifically prohibited by Government order—and which occupy an increasing amount of the time of local authorities today—there are countless other matters, from the personal affairs of an applicant for assistance to the site of a new housing estate, publication of which would be clearly harmful. No less harmful are the reports, still far too frequent, of public debates on the positions, salaries, and abilities of individual officers. For reports of this kind there can be no adequate justification, and we believe that all responsible journalists and councillors would agree with the Hadow Committee in its recommendation that they should never be published.

The Real Solution

NEVERTHELESS, after taking all these facts into account, we consider that, paradoxical as it may seem, the solution to the problem of harmful publicity lies not in greater secrecy, but in more publicity—until the good overshadows, and finally eclipses, the bad.

We have more than once urged in these pages the need for complete candour and the fullest co-operation between local authorities and the Press, and we repeat that plea now. It should be one of the first duties of every local authority to see that all its activities, its achievements, its debates, and its plans are reported and publicly discussed as fully as the circumstances permit. Such discussion is one of the essentials of democracy. Only by the fullest publicity of this kind can it secure that public interest and support without which it must work in a vacuum.

How is this complete publicity to be attained? The first essential, we suggest, is that the council, through its chief officers, should establish close relations with the newspapers in its area. In the bigger towns, the clerk, accompanied, if desired, by the mayor, chairmen of committees, and such chief officers as may be concerned, should hold regular conferences with newspaper representatives. At these, every aspect of the council's work would be explained and all questions answered, fully and frankly—and, if necessary, "off the record." Should it be desirable that a particular scheme, minute, or discussion should not be reported at the moment, the reason should be explained. Newspapermen are reasonable beings: they can understand—if they are told—when publicity may be dangerous, they can be trusted with a confidence, and they can keep a secret as well as they can disclose it.

The System Works

THIS is no idealistic plan. It has been tried, it has worked, and it is working to-day in more than one area. Where it is adopted, newspapermen attend council meetings with an adequate background of knowledge of what the debate is about, and their reports are consequently far more interesting than they would otherwise be.

In addition to these regular press conferences every big authority should have its press or public relations officer—an official whose sole task would be to ensure that every aspect of the authority's work was brought to public notice, through the Press and by every other available means. Further, chief officers should be encouraged (not forbidden, as some are to-day) to discuss the work of their departments with the public, through the Press and in other ways.

Only by the adoption of such a scheme as this will local government be made into a real effort of co-partnership between citizen councillor, and officer that it must be if it is to succeed. The scheme may break down from time to time: we may still get premature disclosure, exaggerated scandals, misreporting—but they will be fewer than under the present system, and their effect will be far less serious, since they will appear against a substantial background of adequately reported achievement.

Radio Reconstructors

MEMBERS of N.A.L.G.O., whether part in the radio discussion groups formed in a number of branches, or independent listeners, should find much to interest them in the series of talks for discussion groups and broadcasts for youth in the B.B.C.'s autumn programme.

Of outstanding appeal to many, and particularly to those branches, such as Leicester and Wilts County, which have set up reconstruction committees, will be the series under the heading "Making Plans," to be broadcast each Monday evening from October to December. The talks, which will be grouped round the individual, the family, the neighbourhood, the region, and the State, will include discussions by experts on housing, town and country planning, the location of industry, transport, land utilisation, and finance in the post-war epoch.

For the more philosophically-minded there will be each Friday during the same period from 7.40 to 8.0 p.m., a series of discussions on philosophy, in which the speakers will endeavour to encourage non-technical thought and criticism on problems of judgment, conduct, and conscience.

Younger officers should find interest in a series beginning in September, on Thursday evenings from 7.40 to 8.0 in which, under the title "Please Begin With Us," experts will tell youthful enquirers what part they can play in civic life and how they can help to take a vital share in the creation of a progressive and democratic society.

Start a Discussion Group

ALL these broadcasts should provide rich meat for discussion groups; and what more stimulating way could there be of filling in the hours of standby A.R.P. duty or of importing some intellectual activity into home or shelter, in which many of us are likely to be confined during the winter months? Branches wishing to start radio discussion groups for their members and friends, or for the public at large, will find the local B.B.C. education officers ready to give them every help with advice, organisation, literature, and reading lists. The officers are:

LONDON—Patrick Thornhill, B.A., Bedford College for Women, Regent's Park, N.W.1.

BIRMINGHAM—E. G. Francis, M.A., Broadcasting House, 282, Broad Street.

LEEDS—Joseph Smith, B.Sc., B. Mus., Broadcasting House, Woodhouse Lane.

MANCHESTER—J. H. Higginson, M.A., Broadcasting House, Piccadilly.

BRISTOL—H. E. Milliken, B.A., 23, Whiteladies Road, Clifton.

CARDIFF—D. W. Roberts, B.Sc. (Econ.), Broadcasting House, 39, Park Place.

SCOTLAND—A. D. Adam, M.A., Broadcasting House, Queen Margaret Drive, Glasgow, W.2.

THE AREA PROBLEM IN LOCAL GOVERNMENT

By J. H. WARREN M.A., D.P.A.

With this article we inaugurate a new and important series. In it, outstanding authorities, within and outside the service, will survey the present system of local government in Britain, assess its virtues and its defects, and suggest plans for its adaptation to meet successfully the tremendous problems of to-day—and to-morrow. Some, you may consider inadequate, some revolutionary. All, we hope, will be provocative of thought and discussion—without which progress is impossible.

J. H. Warren, writer of this opening article in the series, is town-clerk of Slough, a member of NALGO's N.E.C., author of a book and many articles on local government problems, and a frequent contributor to these pages. Here, he outlines the nature of what many regard as local government's most fundamental problem. Next month, he will review the several solutions offered and present his own.

THE problem that we speak of as "the area problem" extends not only to the demarcation of local government areas, but to the distribution of functions among the several types of local authority. These two elements determine the administrative structure of local government. I am fully aware that this structure has not been, and probably cannot be, determined on administrative considerations alone, but is conditioned by requirements of local taxation and finance, and of electoral representation (which latter, however, if thought of as requirements of public responsibility and supervision, have an administrative aspect). Nevertheless, it is to the test of administrative requirements that I desire to bring this structure; and to administrative ends that I look in proposing any modification or reconstruction of it.

What is the use of an approach thus circumscribed? Firstly, I answer, because it is safest, so long as one realises all the factors involved in a problem, to study each in isolation before attempting to assess the effect of all. Secondly, the administrative aspect is, after all, the primary one, public interest in the organisation of local government being now mainly directed to its ability to handle large, complex, and varied organisational tasks. And finally, our vision of administrative requirements needs clarifying; many distributions or redistributions of function having been prompted by the necessity for easing the financial strains caused by the burden of national services on local taxation, and a good deal of sound administrative principle having been sacrificed in this process, and lost sight of.

Two Kinds of Area

Without some picture of this structure, the public cannot hope to comprehend the issues to be discussed, and even we local government officers do well to keep its essentials in clear relief. I proceed, therefore, to describe it—not fully, for that would need a volume—but in essential outline; and in language broadly indicative of those administrative factors we study, rather than meticulously or legally correct.

The most fundamental feature of this structure is its stereotyped differentiation between two kinds of area, and the form of the structure erected in each. The largest cities, and some, though not all, of the larger towns are "county boroughs." Apart from the controls exercised by the central departments of state, and within the limits of Parliamentary authorisation which conditions all local government in this country, the county borough may be described as autonomous, in the sense that it is subject to no other local government bodies and maintains and controls the full range of local government services within its boundary.

All other areas fall within what may be described as the county system of government. For each administrative county—a unit which, with few exceptions, conforms to the traditional geographical county—there is a county council. It administers—to name major services—poor law, higher education, elementary education in some parts of its areas and not others, and highways in the rural and smaller urban areas. It is not a public health authority for environmental and regulative purposes. The range of its hospital services depends on how far it has gone in transforming the poor law hospitals into "general hospitals." It is not the regulative or hospital authority for infectious disease. It runs the clinical services associated with maternity and child welfare only in parts of its area where the service is not carried out by one of the bodies mentioned later. It is not directly a police authority, but shares with county justices the representations upon a standing joint committee which controls the county police—operating in an area excluding such boroughs as maintain a force of their own.

County Diversity

Whereas the area of the county borough is uniformly urban and highly developed, the area of the administrative county is diverse. It is usually predominantly rural (Middlesex being a quite exceptional instance); but usually includes substantial urbanised areas, and, commonly, towns of considerable size. The county area is divided into the areas of boroughs (non-county), urban districts, and rural districts; the areas of all of these (including boroughs) being now designated "county districts." For these districts are constituted borough, urban, and rural district councils, and the parishes into which a rural district is in turn divided may, if large, have a parish council. Each of these carries on a range of services varying according to the character of the authority.

Between the urban district and the borough there is little difference in powers; though each, while discharging functions assigned in virtue of its status, may undertake some additional functions dependent on population which would otherwise be carried out in its area by the county council. If an urbanised area has become an urban district it may receive a charter, which mainly affects its internal organisation (and prestige) rather than its powers, entitling it to a mayor and a body of aldermen. The typical major services carried on by the borough and urban districts in virtue of their status are sewerage and sewage disposal, domestic refuse collection, lighting, cleansing of streets, regulation of public health, building regulation, town planning, the maintenance and regulation of "district" streets and roads, parks, gardens, baths, allotments, and other amenities. Most carry on

libraries, and many have the responsibility for elementary education and maternity and child welfare. Many boroughs have remained police authorities. In addition, the boroughs and urban districts over 20,000 usually assume the important role of executors in the maintenance of trunk and main roads. They are agents for the Ministry in the case of the former, but have a degree of control in their work on the latter, though the financial charge is borne by the county. The rural council's functions are slender, and most of the services in its area are provided by the county council.

A notable addition to the range of functions of the county boroughs, non-county boroughs, and urban districts, is constituted by the utilities owned by many of them. In England, if not in Scotland, the county council rarely carries on these; but in the north of England it is the exception rather than the rule to find individual towns, whether county boroughs, non-county boroughs, or urban districts, which do not carry on one or more. There, nearly all undertake water and gas supply, a large number undertake electricity distribution, and some transport. These utility services have not, save in some cases of water supply, accrued to the "town" authorities through the distribution of functions under general local government legislation, but under powers granted to them individually; and the field of operations is one in which privately-owned utilities also operate, though each undertaker has its own area, the form of the undertaking being local regulated monopoly.

Large-Scale Organisms

It is obvious that the scale and range of the largest of the county boroughs—i.e., the cities (whose status is that of the county borough, "city" being a title not relevant to considerations of local government), renders each one of them comparable in scale, and variety of entrepreneur-functions, with the largest units of private industry. Measured by capital (that of Birmingham is £80,000,000), and hardly less, indeed, by scope of industrial and professional technique and scale and variety of plant, each of our largest cities is an enterprise of the same order and magnitude as some of the biggest of our industrial corporations and "combines." If the largest county boroughs compare with the super-scale business unit, it is no less true that the average county borough, and the larger non-county boroughs and urban districts are all organisms comparable with great, if not the greatest, business concerns.

The county council is not, of course, possessed of anything like the range of services of the county borough, whose services (not counting utilities) represent the aggregate of those of the county council and those distributed among other authorities in the county area; and it is doubtful whether many county

councils represent organisms of greater scale or variety than the larger of the non-county boroughs and urban districts. Usually, however, the territorial scope of the county council, and its fairly wide range of functions, most of them of major importance, renders it what we may call a large-scale organism.

In general, the relation of the non-county boroughs and urban districts to the county council, in the county areas, is one not of subordination, but of separable responsibility for an allotted range of functions. The county council has, however, certain responsibilities for the organisation of electoral areas in the county areas generally, has always been given some oversight over the demarcation of the county districts, and was as recently as 1929 given the duty of conducting a 10-yearly review of the district areas, the first of which has been completed. The final control over the demarcation of these areas rests, however, with the Ministry. The constitution of a new county borough requires a local act, for which, by virtue of an act passed in 1926, no non-county borough can now apply unless it has a population of at least 75,000.

The Joint Committee

There is power for authorities individually responsible for services to combine and administer them through joint committees. Powers of this kind were for a long time limited to specified services, but since the act of 1933, a power in general terms has been available. A provision of this kind undoubtedly introduces an element of elasticity into the structure, and many critics have suggested that local authorities have failed to make sufficient use of these powers. When every allowance is made for any failures in co-operation, however, it remains true to say that there are strict limits to the efficacy of joint committees. Their scope, financial basis, representation, and degree of responsibility to the appointing councils all require to be settled in each instance; and most officers who have had experience of them would agree that these throw up formidable obstacles to their scope, and ease of operation. Such joint committees should be carefully distinguished from the organisms commonly called "joint boards," though many of these, too, exist and represent a departure from the system of erecting general authorities to control a number of services, since they amount to *ad hoc* bodies with independent responsibility.

Distribution of Functions

Before closing this account of the structure, it is necessary to indicate the system on which functions have been distributed among the authorities comprising the structure; though the merits of the distributions made will fall for later comment. Perhaps the majority of existing services are distributed by local government legislation itself to county boroughs or the county area authorities, as such. Others may be apportioned among the county area authorities according to levels of population, so that in some county districts we find such services in the hands of the borough or district council, and, in others, in the hands of the county. Other services have remained with the authorities before the general structure was legislatively completed, an instance of this kind being the police forces maintained by many non-county boroughs, boroughs having been the first units in the modern structure to have been erected. There is, then, a degree of elasticity even in the distribution of functions, though if we review the complete list, we should find that the majority of the services were distributed according to the status of the authority. We may note, moreover, that county councils themselves have been given powers to delegate the executive work to the boroughs and urban districts, etc. Before 1933, this power was limited and of doubtful

operation; and the use made of it, even since 1933, has not been extensive.

The plan or pattern now outlined (and I shall use the word "plan" to describe it from now onwards) was completed in its main features by 1894. It is unquestionable that since then the social and economic environment in which local government must be

THE PROBLEM

Local government in England and Wales is administered by—

- 61 county councils (excluding London), with populations ranging from 18,000 to 1,880,000 ;
- 83 county boroughs, with populations ranging from 26,000 to 1,000,000 ;
- 309 non-county boroughs, with populations ranging from 900 to 200,000 ;
- 572 urban districts, with populations ranging from 760 to 184,000 ;
- 475 rural districts, with populations ranging from 1,400 to 135,000 .

It costs, in rates alone, more than £190,000,000 a year to run—but the incidence of rates ranges from 7s. 10d. to 30s. 6d. in the pound, while the quality and variety of its services vary no less widely. Of these 1,500 local authorities—

- Some are too big, more are too small, for their status in the administrative hierarchy ;
- Some are rich, many are poor ;
- Some are self-contained, some merely artificial fragments in an urban unit ;
- Some are efficient, some are inefficient ;
- Some are progressive, some are hide-bound and reactionary ;
- Some are endowed with too great powers, more with too few ;
- Some are created to an intelligent design, many are merely historical survivals having no relation to the needs of today ;
- Some serve their whole community, some serve political or social groups and interests ; and
- All are tied to the lumbering chariot wheels of restrictive government control.

To introduce common sense and design into this "chaos of areas, authorities, functions, and rates," to secure efficiency of administration, uniformity of standards, adequacy of powers, equality of burdens, and universality of service, in an atmosphere of popular interest and support and under full democratic control—in short, to attain the highest level of government of the people, by the people, and for the people—that is the problem.

carried out has changed enormously. As has sometimes been said, we have undergone a second industrial revolution.

It is, however, worth while to remember what this structure has achieved, as well as what it may have failed to achieve. After its completion in 1894, it did make possible an effective handling of areas and a co-ordination of services, which the welter of *ad hoc* authorities superseded by it had utterly failed to achieve; and it did establish the principle that the balance of advantage lies in the establishment of general authorities undertaking as wide a complex of functions as is practicable. This consideration, however, really provides one more reason for examining the adequacy of the plan in the conditions of

to-day, because, unless those conditions can be met on lines which may be new but which still preserve the principle of the general authority, we shall be forced once more to resort to the device of *ad hoc* authorities, and land ourselves in the same mess as was described by Lord Goschen in 1877 as "a chaos of areas, authorities, functions, and rates."

Now it is said that this plan does intrinsically fail to meet the conditions of to-day. It is said by some that it fails to provide an area as large as it should be for certain services. It is said by others that almost all services need areas larger than it provides even on its highest scale, namely that of the county councils. More recently, attention has fastened rather on the division of functions involved in the county areas, as between the county council and the boroughs and districts, rather than on the grouping of services which even the "county area" part of the plan secures under one type of authority or the other.

The Test of War

Again, the apportionment of areas, and the division of services have attracted notice by the difficulties they have involved in the handling of the new wartime tasks: though such difficulties in themselves do not allow any conclusion to be drawn as to how far any plan of local government can avoid divisions of this kind. We do not escape, however, from the duty of examining criticism which is prompted by wartime conditions merely by pointing out that the machine was not contemplated for such tasks as it has in fact been called upon to perform in the circumstances of war. We may never have to face again such conditions as arise, for example, from the flight of refugees from bombed towns and the concerted action over wide areas which that problem called for. On the other hand, it seems likely that the new creative tasks of peace will call for concerted action over wide areas.

We must, therefore, examine problems of area and division of services in their fundamental aspect, and the more radical of the suggestions which have been made for a new plan. On the other hand, we must not forget that the plan may be sound enough, but that it may not have achieved the best results because it has never been fully applied, or rightly adjusted, or kept adjusted, to its environment. If, then, we must not fail to examine the radical suggestions for its supersession, neither must we fail to see what the plan itself could achieve if it were better applied.

Never Fully Applied

It is evident that the plan does exhibit some kind of an attempt to meet the characteristics of areas and services of different type. Though it has taken county boundaries as they have been for centuries, it has proceeded upon the assumption that areas outside the larger towns require an authority of some territorial scope, size, and resources, and assumed that the county was such a unit. It has assumed that the largest towns would be county boroughs, that the typical non-county borough and urban district would be fairly substantial in size, and that the parish would be a rural or semi-rural community of smaller size, considerably less than the urban district.

Suppose we find, however, that some counties and county boroughs are small; that some boroughs and urban districts are tiny, and smaller than many parishes, while others are very large indeed—larger than many county boroughs; and that some parishes have changed from the status of mere hamlets to urban aggregates of 10,000 or more, and are larger than many boroughs and urban districts. We should say that facts such as these prompted a belief that the plan had never been fully or rightly applied. To a large extent we shall find this to be the case. Let us, therefore, look a little more fully into this aspect of the problem.

Administrative counties number 61, with populations ranging from 18,000 in Rutland, to about 1,900,000 in Lancashire. (I am not dealing with Metropolitan government, the form of which is *sui generis*, and therefore do not include the administrative county of London.) There are 83 county boroughs, their populations ranging from 26,000 to 1,000,000; 309 non-county boroughs, with populations ranging from 900 to 200,000; 572 urban districts, with populations ranging from 760 to 184,000; and 475 rural districts, with populations ranging from 1,400 to 135,000.

For reasons which I shall mention later, we cannot conclude that variations in size (particularly between the same type of authority) necessarily point to mal-adjustment of the plan, or imply that the demarcation of areas has proceeded entirely without study of conditions. Nevertheless, there are striking anomalies. Notwithstanding that 75,000 is now the level of eligibility for county borough status, there are a score or more county boroughs which do not attain this figure. Disparities between urban districts and boroughs are not material to present considerations, as there is little difference between the powers of either. We find, however, many non-county boroughs, and urban districts, of a population, size, and rateable value considerably larger than those of many county boroughs and certainly well above the 75,000 level, and a still larger number which fall little short of that level. On the other hand, we find a very large number of boroughs and urban districts at the other extremity. There are no fewer than 50 or 60 boroughs with a population of less than 5,000, and as many as 107 with a population of less than 10,000; and there are two or three hundred urban districts with populations between 1,000 and 5,000.

"Urban" Rural Districts

Turning to the rural districts, we should find on examination that, particularly in the South, many have been urbanized in such a way that they now contain three or four small towns, often at a considerable distance, and containing as many as 10,000 or 15,000 inhabitants; and that such towns remain parishes with no services of their own, notwithstanding that they exceed many of the boroughs and urban districts in size and resources.

As to the county councils, neither of the extremes gives a clue to their more usual ranges of size and character. There are, perhaps, only one or two which are not much larger than Rutland, or which, like Rutland, are almost wholly rural. Again, there are only a few which attain anything like the population of Lancashire. In quite a large number, however, the population is of the order of 200,000 to 300,000; and it is doubtful whether the aggregate of county council services in such instances, compared with the aggregate of services of the larger non-county boroughs and urban districts, renders them organisms which, in terms of function, staff, plant, etc., are as "large" as the latter.

From these facts it is difficult to understand why so many of the larger boroughs and urban districts should not have county borough status. On the other hand, it is manifest that there is a great number of boroughs and urban districts which are very small; and a consideration of the requirements which such places may nevertheless possess forces me to the conclusion that many of them cannot be equipped, administratively or financially, to

satisfy those requirements. Doubtless the range of functions of the smaller boroughs and urban districts is not as wide as those of the larger ones, because, as we have seen, there are certain functions which are only allotted on attainment of certain population levels, and the levels which qualify for the



Dedicated to those 90 per cent of NALGO members who, according to a recent contributor, read only "Hyperion" and "Jackass."

allocation of these additional functions are, generally speaking, much higher than those of the very small boroughs and urban districts we have singled out for notice.

What has to be remembered, however, is that it is the services which such places must perform by virtue of their status that are material to the conclusion I have drawn. The range of services which boroughs and urban districts acquire by status are, when we come to study them, precisely of the kind which require substantial works and executive organisation, involving important techniques. Without going through the list, it is sufficient to mention such services as sewerage, sewage disposal, and water supply.

Divided Control

This latter consideration leads us to look at the position from another angle, namely the distribution of functions. As I have already said, perhaps the majority of these have been distributed to counties or to boroughs, etc., in virtue of their status as such. It is manifest that, so long as great discrepancies exist in the size, etc., of the grades of authority, any automatic apportionment must in many instances have gone awry. The "right" area administratively may have been conceived as "county" or "borough" (on a balance of considerations it can often be either, as I hope later to show); but with variations as many and as wide as exist among these units, automatic distribution must fail to achieve it in a high percentage of cases. The effects are varied. On the one hand, very small boroughs and urban districts receive functions with which it may be difficult for them to grapple. On the other hand, the county council assumes services in large non-county boroughs and urban districts which the borough or district might be financially able and unquestionably competent to shoulder, and which local knowledge, the speedier means available from local responsibility, and the executive apparatus on the spot could handle better, and in some cases more economically, largely because these are on the spot. Where such non-county boroughs and urban districts are commensurate with county borough level, it is an administrative catastrophe that the services should be split between them and

the county council; for it is no reflection on either type of authority to say that co-operation between services is difficult in such conditions and must fail to secure the potentialities of unified executive responsibility. Whether,

in such instances, any service benefits from the wider territorial scale of the county we shall discuss later. Even if it did, we should still ask whether such benefits are outweighed by those which a unification of local executive control would secure in such areas.

What factors have brought about a situation such as this? I will summarise them in a form which can be easily related to the proposals I eventually make:

1. The plan never was applied in conformity with its conceptions. It is product of legislative development and at each stage its savings of existing status have been extensive. For example, it preserved the tiny boroughs with old charters; and it took geographical county areas as they were.

2. The plan has not been adjusted or kept adjusted.

(a) Even when completed, it was conceived in terms too static, and any effective provisions for revision of areas, etc., were practically absent for a long time.

- (b) Events have shown that the statutory provisions for revision of areas have not secured a sufficiently speedy adjustment to the rapidly changing conditions operative during the last decade. Moreover, not only can they not work sufficiently fast, they are not on a satisfactory basis. Though the final responsibility is, as I have said, in the hands of the Ministry of Health, the initiative rests largely with the county council in the case of district areas; and particularly in revision affecting the larger boroughs and urban districts, the county council is an interested party. Moreover, the government departments have not been equipped either for functions of arbitration or initiative, owing to their pre-war failure to decentralise, among other factors. And, finally, not only were county council areas chosen without regard to characteristics; they have remained sacrosanct.

3. All the foregoing circumstances have reflected themselves in the distribution of functions as well as the demarcation of areas. For example, small boroughs have retained separate police forces, while large non-county boroughs remain served by county police. A further example is that of elementary education, for which boroughs of 10,000 and urban districts of 20,000, according to the census of 1901, could and did become authorities under the act of 1902. The level for eligibility has remained the census of 1901; so that the large urban areas of non-county boroughs and urban districts which have grown up since, are still catered for by the county council. Such differences cannot be justified, whatever view may be taken of the right area for this service. Moreover, the distribution of the plan in its application to areas has involved serious miscarriage in the distribution of functions wherever these have been distributed in virtue of the status of the authority; and this in itself has involved serious departure from the conditions of administrative efficiency.

AN INFORMATION SERVICE AT WORK

Tom Harrison's article on "Blitzinformation" in last month's journal, and our editorial comments on it, have aroused much interest. Here, A. H. MARSHALL, B.Sc., Ph.D. supplements the views there expressed with an account of the actual working of the information service in a county borough which has been subjected to exceptionally severe air attack.

THE exact pattern of the information service must depend on local conditions, especially the disposition of the various public offices, the extent and nature of the area, and the degree of damage already inflicted. The arrangements must fit the particular circumstances, or they are useless. No special virtue is, therefore, claimed for the following suggestions other than the fact that they are practically all in actual operation. They are intended to illustrate the practical factors in the situation.

The information service is superimposed on a network of services already complete in themselves. The officials carrying out these services will be concentrating on their own particular service and may know little of the complementary services. Moreover, they may quite naturally regard the giving of information to the public as an unwarranted distraction from the task in hand. It is essential, therefore, to convince everyone who comes into contact with the public after an air raid that no information centres can possibly cope with all the inquiries, and that elementary advice and information must be available at all public offices.

Training The Official

Having had one of his needs attended to, the air raid victim is bound to ask what else he has to do. It is not sufficient to say that further help is not the business of the department: the answer should be forthcoming—and it must be the correct answer. Once a person has been misinformed as to his rights, he always tends to be suspicious. If the first official misled him, how is he to know that the second is not also misinforming him? In addition, where a member of the public is wrongly directed to another office, there is a definite waste of time, both of the official and the public.

How are officials to be convinced of the truth of these remarks, and how can the necessary basic knowledge be imparted to them? The solution is in a series of two or three meetings at which the head of each department carrying out an after-raid service explains his duties and answers questions. At such a meeting talks would be given by representatives of Government departments (e.g. district valuer, Assistance Board, Board of Trade, War Damage Commission) and by the heads of all the local authority's own after-raid services, the chief of which are rest centres, repair of property, rehousing, furniture removal and storage, salvage, evacuation, billeting, identification, registration and burial of the dead, emergency feeding, information centres, and tracing of missing relatives.

An Administrative Centre

All the local authority's officers coming into regular contact with the public after raids should be required to attend the meetings. The staffs of voluntary organisations and Government departments should also attend. A transcript of shorthand notes taken at the meetings provides a complete guide to the after-raid services, as they are actually administered in the particular area in question. The transcript should be supplied to all departments affected, and should be kept up to date by a series of memoranda notifying changes as they take place. This is found to be a simple matter in practice.

The local authority, having made sure that all officials have a general knowledge of the services, must next organise the specialised

information service by establishing either an administrative centre or an information centre, or a mixture of the two. An administrative centre is admittedly the ideal. At such a centre all the needs of the air raid victim would be catered for; walking from office to office would be eliminated.

Some towns may be in a position to provide an administrative centre. Generally speaking,



however, it will not be practicable. Many of the difficulties are fairly obvious—e.g. inconvenience of operation away from the departments, uneconomic use of staff, absence of suitable buildings conveniently situated. There is, however, an additional consideration. The centre must be able to cope with the aftermath of any raid, however large, otherwise confusion will be inevitable.

The Information Bureau

At the other end of the scale is the pure information centre where no services are administered but where information and advice is given. The central information office should be in the building where most of the services are administered—usually the town hall. It needs to be staffed by competent and sympathetic persons who are thoroughly acquainted with the after-raid services and the general problems of air raid victims. The staff should be able to deal with all normal inquiries without reference to instructions.

If the staff is to be saved from inundation after a heavy raid, it will be found necessary to filter the entrants to the information office. The simple way to accomplish this is to have an adequate number of intelligent doorkeepers, all of whom must have received the basic training. Trained doorkeepers can direct more than nine-tenths of the callers. In practice, they are one of the most vital links in the chain; it is difficult to overrate the service they can perform. Just after a raid they should be supplemented by trained members of the office staff.

A special series of temporary signposts should be installed in the town hall to guide

the public to the offices concerned (municipal buildings are apt to be woefully deficient in this respect.) Every encouragement should be given to Government departments to open offices in the town hall in times of emergency, should sufficient accommodation be available. The town hall is, or should be, the place to which the public naturally gravitates, and every possible service should be administered from the one building, thus giving most of the advantages of an administrative centre with none of the disadvantages.

Experience has proved that even if a service cannot be administered in its entirety from the town hall, it is often possible to take information and requests. Thus, for example, in the case of first-aid repairs to property, though the offices of the official responsible may be elsewhere, it is nevertheless possible to receive initial requests for repair at the town hall.

Another practical point is that it has been found useful to allot to the central information office other duties besides the giving of information e.g., furniture removal and storage, or tracing of missing relatives, thus transforming it partly into an administrative centre. If this is not done, the staff may not be fully employed, for the inquiries tend to ebb and flow. Moreover, the more services they undertake the more the authority is approaching to the provision of an administrative centre.

District Bureaux

The central information office will not be sufficient in itself; it will need to be supplemented by a service at the rest centres, by district offices, and, if possible, by the Citizens' Advice Bureau office or offices.

At every rest centre there should be someone charged with the duty of giving information. The ordinary rest centre staff is of necessity full up with other work. An admirable arrangement is for the Citizens' Advice Bureau to supply this service at the rest centres. The voluntary workers which it will send should fit in well with the rest centre staff, also mainly voluntary.

The district information centres may conveniently be located in substantial corporation-owned buildings in the various areas, preferably where there is a permanent organisation to provide the nucleus of the staff of the centre. Branch libraries are excellent for this purpose. All the circulars, memoranda, and notifications which are sent to the central office should be sent to the district offices.

The staffing arrangements both at the central and district offices must be elastic and provision must be made for immediate expansion after a heavy raid. An ideal arrangement is for the extra staff to be supplied, at least in part, from the Citizens' Advice Bureau. The C.A.B. is the only voluntary organisation specialising on giving advice, and if it is properly managed and the volunteers wisely recruited (for brains are indispensable for an advisory service) and the Bureau notified by the information office of all administrative changes, it is an invaluable organisation. As orders and regulations become more numerous and complicated, there is an increasing need for a buffer between the draughtsman and the individual citizen.

Prompt Action Essential

Whatever the nature of the information service, it must be ready for immediate action. After a raid, contact must, therefore, be made at once with every local office, including all rest centres and emergency feeding centres likely to be needed, to find out if they are in operation. The only satisfactory way to accomplish this is to have a number of runners who, after a "blitz," proceed direct from home to the local office allocated to them and report at once to the central information office, which will immediately notify, again by runner, the branch information offices.

(Continued on next page.)

C.A.B.s IN TOWN AND VILLAGE

207

The Citizen's Advice Bureaux are playing an essential part in the information service. There are now more than 1,000 of them, answering over a million questions a year, and contributing in many other ways to the satisfaction of public need and the maintenance of morale. Here, E. E. ASHMAN, secretary of the Herts county branch, describes a notable piece of N A L G O enterprise, as a result of which bureaux have been established not only in Hertford, but in other towns and villages in the county.

THE ratepayer is frequently heard complaining that "he would not mind paying his rates if he got anything for them." Often, he does not get what is due to him for the simple reason that he does not know how to use the machine created by his money for his welfare. He is ignorant and fearful of officialdom and thus he gets second best and grouses.

The Citizens' Advice Bureau service aims to stop this by first guiding the public to the official machine and then teaching them how to use it. Such work is necessarily of interest to the local government officer; indeed, it is his duty, as it is to his advantage, to assist it in every way, for, as Tom Harrison pointed out in last month's journal, the best municipal services are valueless if the public does not know of their existence.

N A L G O members in Hertford and district took this view some time ago. They found that advice bureaux had been opened in some neighbouring towns, but not in the county town itself nor in other towns and villages where the need for them was no less great. In Hoddesdon and Welwyn Garden City, officers themselves were controlling the bureaux voluntarily and with such enthusiasm that, at an Eastern district committee meeting, the secretary of one of these, whose inquiries then ran into four figures, was heard to remark: "It is a good job N A L G O is my true love; otherwise C.A.B. work, my new love, would claim my whole attention."

The Hertfordshire County branch, an energetic branch eager to improve its relations with the public, decided that the best way of providing an adequate advice bureau service where it had not yet been established would be to arrange joint co-operation with the local branches. The county town was first given attention. Here, after a word with the borough branch, and an approach to the Mayor about accommodation, the first bureau was opened jointly by the county and borough branches in the public library.

We did not make the mistake Tom Harrison so rightly condemns of assuming that, once the bureau was opened, the public would automatically flock to it. Post Offices, banks, police stations, and all public places were plastered with advertisements of it, and the local cinema gladly gave us a free advertising slide.

Next we turned our attention to the districts. Here, the county branch arranged for the setting up of bureaux or affiliated advisory centres in other towns and villages where they were needed; for these, the county library centres were invaluable.

Normally, each bureau must work "on probation" for three months before it is officially recognised by the National Council of Social Service. The Hertford and district centre, however, was awarded its recognition badge of the "Wise Old Owl" within two months of its launching—a tribute to the ability of the local government officer to act as a sympathetic adviser as well as an official controller.

Many and varied are the questions brought to the bureau for solution. I have space to quote two sample ones only:

An R.A.F. man's wife and two daughters had been evacuated to a small village from London. The Air Ministry had recalled the allowance book for registration of the change of address, one daughter was seriously ill, the other was travelling several miles daily to school, and no money had been received for over three weeks. How could the much-needed money, or the book, be obtained at once?

A man needing outside clothes had tried every shop in a town. Where could he get them?

Both these were satisfactorily answered, together with many others dealing with blitz and post-blitz problems; in addition, many messages have been sent to enemy-occupied countries under the Red Cross scheme.

THREE MODEL POST-RAID SCHEMES

IN one respect at least it is clear that in his article on the information services in our last issue, Tom Harrison was bawling at an open door. The need for information centres in every town, and for the circulation in advance of pamphlets on post-raid services, is now widely recognised, and is being widely and adequately met.

Walsall, for example, has produced two admirable pamphlets, one giving all necessary information about post-raid services—and including, in addition, an excellent, simple summary of the provisions of the War Damage Act and the various compensation provisions—

and the other setting out the detailed plans made for a post-raid advice bureau. Outstanding features of the latter will be the provision, in addition to eleven separate counters dealing with every type of post-raid problem, of light refreshments for those needing to spend some time in the bureau, and of a service of "Housewives" who will, if necessary, accompany raid victims back to their homes and give them personal help there.

Another town with first-rate plans for an information centre is Wakefield. Here, a predetermined message from the A.R.P. controller will secure the setting up, within a few hours, of a complete bureau in any one of four alternative centres. The arrangement of the bureau is simple and efficient. All the officials required have been trained in their tasks and each will take reserve staff with him; plans have been worked out for broadcasting the position of the centre and, as far as possible, transporting raid victims to it. Having seen the detailed plans and instructions, we are not surprised that they have won high praise from the Ministry of Health. Wakefield, too, has supplied every householder with a pamphlet outlining its post-raid services.

A rather more ambitious pamphlet is the "A.B.C. of Information" published by Burnley Corporation. This, in which the headings are alphabetically set out, is a model of clarity and simplicity. Most of the information is similar to that given in other bulletins, but there is one novel and useful addition—a detailed account of what to do should sewers be put out of action and use of water closets be made impossible.

Any officer given the task of preparing such a pamphlet, or of planning an information bureau, would obtain much help from a study of these examples.

AN INFORMATION SERVICE AT WORK

(Continued from preceding page)

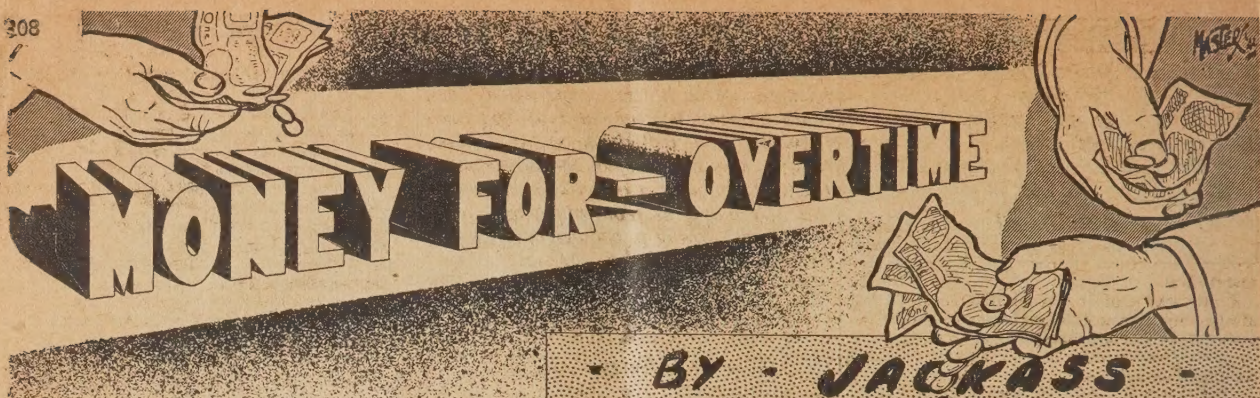
In addition, the central office should make necessary corrections on the information posters, the printing of which should be put in hand by midday after the raid. The printer, preferably out of the city, should have the type standing.

The presence of unexploded bombs will usually make all this much more difficult than it sounds. Unexploded bombs will also be responsible for temporary changes of address. Some of the posters may, therefore, require printing after a day or so. It has been found imperative to keep an exact list of the persons to whom posters have been given, so that they may receive corrected posters should such be issued. A stale poster is worse than none at all. As to the number of different posters, it may be found convenient to have a comprehensive poster showing all after-raid services and their location, and one or two special posters giving such information as the addresses of emergency feeding centres. The comprehensive

poster will be most valuable in public offices and the smaller for more widespread exhibition on hoardings, etc.

Other miscellaneous matters to which attention should be paid include co-operation with the Ministry of Information who will establish a local office after a raid and supply loud-speaker vans; arrangements for duplication of centres for use in case of damage to the original centre; arrangements for duplication of staff (experience proves that many of the staff will be personally affected after a large scale raid); provision of immediate service on the spot in the case of a small local raid; and the supplying of police and wardens with certain basic information which must always be up to date—e.g., addresses of rest centres.

In conclusion, it cannot be too strongly emphasised that what is wanted is not a paper scheme which can easily be devised and made to appear impressive, but one which will stand the rough and tumble of raid conditions. An element of improvisation is inevitable and is nothing to be ashamed of.



BY JACKASS

WERE this an old-style serial, I could remind you briefly and in very small print how the Clerk and I resolved to start a movement in Much Cowslip towards payment for overtime, and as a first step to create the necessary demand among our members. Having jogged your memory, I could curtly enjoin you to "Read on—". As it is, I can only launch boldly into the midstream of events.

The Clerk's action in ordering overtime for everybody every night and every week-end soon had the desired effect. The first to rebel openly was Postlebury, the mildest of us all. We learned afterwards that a hurried lunch-hour visit to his pride and joy—a formerly trim and tidy replica of the Ministry of Agriculture model allotment, which the Clerk's action had prevented him from tending for three weeks—had revealed a riot of dandelions, mare's tail, thistles, and docks. All we knew at the time was that Postlebury returned from lunch with an almost fey glint in his eyes, rushed into the Clerk's office stuttering unintelligibly, rapped him sharply on his bald crown with the office ruler, and collapsed gracefully on the carpet in a faint. Seven male members of the staff and Miss Legge, all fully qualified first-aiders, answered the Clerk's enraged bellow for help. While Miss Legge stayed to poultice the Clerk's tingling scalp, the others dragged the unconscious Postlebury feet first to the ambulance room. As everyone insisted on helping to apply artificial respiration treatment, he was rather roughly handled, nor was his condition improved by seven separate tots of sal volatile.

When, despite these attentions, Postlebury awoke, his rage had evaporated. His horror at what he had done was so obvious, and his apologies so abject that the Clerk—who had rather enjoyed Miss Legge's ministrations—was soon appeased. Postlebury's explanation, however, gave the Clerk a splendid opportunity to point out, loudly enough for all to hear, that grievances should be aired at meetings of the executive committee, not by assaulting him.

As was intended, this produced a fine crop of motions for the next meeting, varying from a blunt demand for the abolition of overtime (with an amendment from Postlebury "except where necessary in the interests of efficiency") to a detailed scheme for payment submitted by Blatherpatch. He proposed that overtime should be forbidden unless authorised in writing by the Clerk, any period of less than half an hour should be ignored unless there was a further period in the same week, payment should be at an officer's normal rate of pay up to ten hours a week (subject to a minimum rate of one shilling an hour to safeguard juniors and ill-paid females). Beyond ten hours, the rate was to be one-and-a-half times normal, but on Saturdays, Sundays, and all recognised holidays at double normal rate.

There were other motions, ranging from an anæmic declaration "that this Committee deprecates the practice of requiring the staff

to continue at work after official hours, thereby precluding them from participation in health-giving and enjoyable recreational or educational pursuits" to one calling for immediate affiliation to the T.U.C. so that Mr. Bevin's personal attention could be ensured before making our approach to the council. Each motion had its own tail of amendments, some boasting several incomprehensible paragraphs.

Nothing is easier for an experienced chairman than to bog his meeting hopelessly in a morass of motions and amendments until nobody can be sure what is under discussion or being put to the vote. The Clerk and I had decided that Blatherpatch's effort would suit our purpose best, so, after a brisk ten minutes during which the committee members raised and lowered their hands confusedly at the Clerk's requests, he declared the Blatherpatch motion carried and everything else lost. One member, who persisted that his motion had not even been mentioned, let alone voted on, was curtly told that was his fault, and ruled out of order.

Armed with the authority he wanted, the Clerk, as a kind of insurance against failure, lectured the committee solemnly on the difficulty of the task it had—without so much as asking his guidance—thought fit to lay upon its negotiators. A less propitious moment could not have been chosen, since any effort to improve conditions or salaries was easily misrepresented as a selfish attempt to profit from the national need. He had small hope of success, but he and his brother officers,

on whom the burden of negotiation fell, would, as always, do their best to lie on the bed the executive committee had made for them.

Postlebury and several others jumped up to explain that they had given their votes in error, and asked for a fresh vote. Evidently the Clerk had overdone his admonitory homily, and, given the opportunity, the committee would have retracted its decision and dropped the project entirely. With feigned reluctance, but very firmly, the Clerk ruled that the discussion was closed and to re-open it would reduce our proceedings to a farce. They had made their decision and it must stand—but he hoped they would remember it was theirs, not his.

After the meeting, we lost no time in convening our recently-constituted Joint Committee to consider the application. The Clerk, Blatherpatch, and myself attended as representing the staff side, and faced Councillors Mrs. Gauche, Torpid, and Gumble, with Councillor McIsaacs in the chair, smirking at the pleasant prospect of defeating us by his casting vote.

I flatter myself that, in presenting our case, I advanced logically irrefutable arguments. This, I pointed out, was the one outstanding instance where treatment of staff contrasted unfavourably with treatment of workpeople. Previously there might have existed some justification, on the score that, while we received pay during holidays and sickness, workpeople did not. Now—and the staff were delighted to see it—workpeople received these privileges as a matter of course. They were given holidays with pay; they were paid during sickness, though not, I readily admitted, for so long as the staff. For every moment they worked beyond the agreed number of hours, they expected to be paid—quite properly in my opinion—and nobody thought it at all strange that they should be paid.

During the past twelve months, my hours of overtime, officially recorded, amounted to five hundred and seventy-six—equal to seventy-seven working days or fourteen working weeks. Even were the few regrettable occasions when I had overslept taken into account, the balance in my favour was still over thirteen and a half weeks. On my normal salary—with all respect, my very small salary—I had given the council over fifty pounds worth of my labour, the sale of which was my only way of earning a living. I imagined that, were the position reversed, the council would feel aggrieved if compelled to give me a grant of fifty pounds a year for no return. The essential difference between freemen and slaves was that freemen had the right to sell their labour, but slaves had to give it away. We were no longer content to forego the ordinary privilege of freemen.

Eloquently though I had spoken, I sat down with the feeling that all was lost. The sarcastic sneer on Councillor McIsaacs' face, the dull, uncomprehending stare of Councillor Torpid, the bland indifference of Councillor Gumble, and the complete absorption of Councillor Mrs. Gauche in her knitting told me plainly that the



"—the complete absorption of Councillor Mrs. Gauche in her knitting—"

(Continued on next page)



Overheard

"I am weary of the Stock Exchange . . . I always bull when I ought to bear and when I should bear I am barren."

Shelter Conversation

"Pamela says she's always getting the scent of roast beef and Yorkshire when there's Woolton pie for lunch. She calls it wishful smelling."

—Nathaniel Gubbins in the "Sunday Express."

Testimonial

The manufacturers of a patent medicine recently received a letter from a grateful



woman. "Four weeks ago," she wrote, "I was so run down that I couldn't even spank the baby. After taking three bottles of your tonic, I am able to thrash my husband in addition to my other housework. Thank you!"

—Irish News.

Cockney's Description of Roosevelt's Special Envoy:

"That there Mr. Hurry-Upkins."

MONEY FOR—OVERTIME—By "Jackass"

(Continued from preceding page)

voting would be equal and the chairman's casting vote against us—as usual.

I had reckoned without the Clerk. Intervening suavely, he suggested that, before taking a vote, the committee should in all fairness consider whether anything should be done financially for those members of the council who devoted so much of their leisure to their duties. No one knew better than he that they neither sought nor desired payment for their unstinted public service, but if the staff were to be rewarded for interference with their leisure, ought there not to be some small recognition—paid, of course, under the guise of expenses—for councillors? After all, members of Parliament were well paid, whether or not they attended to their duties. If the Joint Committee agreed, he thought he could devise a legal method of payment of meal allowances to councillors engaged on public duties. Public duties might, he thought, include the discussing of local affairs with electors, including members of the councillor's own family, so that few meals would not qualify for the allowances. Having regard to present price levels, he thought ten shillings for lunch and five shillings for any other meal was reasonable. He only raised the point because, in approving the staff's application—as he assumed they intended to do—they could, if they wished, extend the principle to themselves and incorporate one in the other.

Let me tell you, Scholar, I have a rich neighbour, that is always so busy that he has no leisure to laugh; the whole business of his life is to get money, and more money, that he may still get more money; he is still drudging on . . . but he considers not that 'tis not in the power of riches to make a man happy . . . And yet God deliver us from pinching poverty, and grant, having a competence, we may be content and thankful.

Izaak Walton.

AT RANDOM By "Hyperion" Illustrated by J. Carver

Content!

An American negro in the Spanish war had just been moved up to the front line and was asked by an inspecting general how he liked it.

"Ah appreciates de glory, suh, but to tell de truth, Ah was puffykly satisfied in de rear."

—From "Looking for Trouble,"

by Virginia Cowles.

Application for Temporary Post

I am over military age (53) and am likely to be effective executively for another 22 years; sight, hearing, memory, hands and internal organs, v.g.; able to type through raids and ready at once.

Warning

Beware the man whose mouth is small
For he'll give nothing and take all.

—From "A Good Time Was Had by All,"
by Stevi Smith.

English—As She is Wrote

Her relics were inhumed the subsequent day in the Wesleyan Cemetery amidst a course of dejected kiths and kins.

—From an account of a funeral in a
West African paper.



"Shop-gazing" 1941

"A coupon for your thoughts, dear!"

Food of the Gods

The carrot—as the public has learned of late from reiterated precept, though not perhaps from experience—is the best of all possible foods, superior in nourishment and in flavour to sugar, oatmeal, oranges, nectarines, baby lamb, Château Yquem, Strasbourg pâté, nightingales' tongues, and Napoleon brandy—the very thing, in fact, to make the donkey go.

There'll Always Be Some England

Air Ministry and Ministry of Home Security communiqué last night stated: "During daylight to-day, there has been some England, but very little elsewhere."

—Scottish paper.

Does This Explain It?

A great many of my brother internees are now bearded to the eyebrows, and it has been a rather awful experience to watch the loved



features of some old friend becoming less recognisable behind a creeping fungus.

I am pretty sure several of us are baboons, and it is here I feel the line should be drawn. If an internee has a tail he should be given his freedom.

—P. G. Wodehouse, in "Saturday Evening Post."

Local Government Post-Bag

This letter was received recently by a Registrar of Births, Deaths, and Marriages:

"Dear Sir,—We shall be glad if you will kindly arrange for us to attend your office on Saturday morning next in order that we may consummate our marriage. Trusting this will be agreeable to you."

Believe It or Not

A country cousin asked the other day whether Maples was "still burning." My friend replied: "Certainly not. I believe they have a sale on."

"But," said the country cousin, "I heard them say on the wireless that the R.A.F. had bombed Maples."

—"Critic" in the "New Statesman."

Letter from a Schoolboy

"Yesterday, when we were having fielding practice, a long-nosed Blenheim came over here and did acrobatics. One boy claims it was his brother and another claims it was his father, but I think the former (if either) was correct."

MUST TOWN CLERKS BE SOLICITORS?

IN its report, published in 1934, the "Hadow" Committee pointed out that "The essential qualification of a clerk [to a local authority] is administrative ability," adding "a legal qualification may be convenient, but should not be insisted on to the exclusion of persons of proved administrative ability who do not possess the qualification."

I have come into contact with a number of solicitors who are part-time clerks of small local authorities. Frequently, the appointment is taken at a small, or even nominal salary, and I find that this is done in the hope that it will bring other legal business into the office. In other words, it is a polite method of professional touting. Sometimes, in addition to the nominal salary, legal fees for extra work are charged for, and in this way ratepayers frequently suffer. Usually, the work falls upon some junior in the solicitor's office, who probably gets no extra salary for the work.

I have also found that where there are permanent or full-time officers, they prepare the bulk of the work, or it is thrust upon them, while the clerk takes the cream off the milk. I have come upon instances in which, when extra work is involved, the clerk complains that he is not paid for it and asks what the council expects on the salary he gets.

Sometimes—as I know from personal experience—where the work of the local authority comes into conflict with the private practice of the clerk and affects his clients, the clients' interests are considered first, often to the detriment of the public interest.

Many solicitors acting as part-time clerks show little administrative ability, and their conduct, from a business point of view, would never be tolerated in a commercial concern. Unfortunately, the average member of the local authority feels unable to stand up against the "legal" ability or advice of the clerk and has little power to bring about any improvement. Members have complained, but seem afraid to take any definite action. Solicitors are often dilatory to an extent that would never be permitted in any business concern, yet the business of the authority is the business of the ratepayer and public.

It is high time that NALGO should investigate these matters, and take definite action to ensure that part-time appointments are opened to qualified and experienced persons and not merely to the legal profession, protected by what may be regarded as the strongest trade union, the Law Society.

I also know of cases where, when additional work had to be undertaken for the authority, especially during war time, the clerk has recommended and appointed to temporary posts relations or personal friends, regardless of their qualifications. NALGO should take a definite stand against these practices; members of the local authorities themselves should realise the position.

If local government is to be carried on in the best interests of the public, efficiency in administration should be the first essential and inefficient administrators should be removed. Many local authorities seem to be under the impression that, once a clerk is appointed, he cannot be dismissed, no matter how inefficient or dilatory he may be, or whatever failures or errors he makes, and so we go along bungling and mismanaging public affairs.

In making these criticisms I am referring, of course, only to the part-time appointments made by small authorities. I think it can be shown that, where the clerk of a small authority is not a solicitor, there is much better and more efficient administration.

In view of the probability of re-organisation of local government after the war, it would not be inopportune for NALGO to take up the question seriously now.

"EFFICIENCY FIRST"

Administrative Ability First

SURELY it is futile arguing whether or not clerks should or should not be solicitors until agreement is obtained as to what is the clerk's primary function. Is it that of chief administrative officer, or is he primarily concerned with purely legal work, such as conveyancing and litigation?

If the latter is the case, then the argument must end. He should be a solicitor, for it

READERS' FORUM

Letters for the October number must reach the Editor, "Local Government Service," 192, Edgwarebury Lane, Edgware, Middx., not later than September 16. Where possible, they should be sent in duplicate, to minimise the risk of loss from enemy action.

would be nearly as foolish to have a layman in a purely legal office as it would be to have one in the office of public analyst.

But if the clerk is to be primarily concerned with administrative duties, then it is on his administrative qualifications that he should receive his appointment. The examinations of the Law Society are designed to be a test of man's ability to practise in law, but they are not designed to be a test of a man's ability as an administrator. Therefore, if it is an administrator who is required, then the question of whether or not he is a solicitor is hardly material.

Personally, I think that if the clerk is to be the chief administrative officer, the work involved is sufficient to absorb all his energies and he ought not to be burdened with details of legal or any other professional work. Surely, in the case of the smaller authorities, there can be no more objection to employing outside assistance for legal work than there can be for employing the outside town planning expert when the amount of town planning work does not justify the establishment of a town planning department. But when the cost of this outside assistance reaches £300-£400 a year, the employment of a whole-time solicitor to take charge of the legal work would seem to be the proper solution.

The controversy about the essential qualification of the clerk arises from a failure to appreciate the development of local government and the fact that, through necessity, the clerk has tended to become a directing and co-ordinating officer. Owing to the diversity of the work of local government there is to-day an overwhelming need in every authority for an officer who co-ordinates the work of all the departments and ensures that they carry out the directions of the council. If there is no such officer, there must be inefficient overlapping and the many other wastes that occur through independent uncontrolled departmental action.

It is a fact that when this officer exists it is almost inevitably found that he is the clerk. It is my opinion that the old rule that the clerk is only *primus inter pares* is no longer valid, but if it is still contended that this rule holds, then he should be a purely legal officer and there should be appointed to every authority a chief administrative officer—call him what you will—whose duty it would be to exercise a general control over all departments, the clerk's included, and to co-ordinate their efforts so that the council functions as a well-directed whole and not a conglomeration of semi-independent units.

In conclusion, I would put forward my opinion that the truly great clerks of to-day are not great because they are good solicitors or necessarily because they are solicitors at all, but because they have in a very large degree administrative ability, ability which has been

developed quite apart from their training and studies as a solicitor. Administrative ability is not the prerogative of any profession or any class. Though a rare quality, it is found throughout the commercial, industrial, and professional world. Because it is rare, and because local government needs the best, then I suggest that if a man, or a woman, has that ability, no consideration of whether or not he has a legal, or for that matter any other particular professional qualification should be allowed to stand in the way of his appointment to the highest administrative post.

NORMAN F. E. BROWNING.

Minster, Sheppey.

VALUE OF QUALIFICATIONS

A Neglected Section

THE "Hadow" Report was none too kind in its remarks on specialised technical and professional qualifications that catered solely for the municipal service. Yet the associations providing these qualifications have played a valuable part in providing a means for the pooling of experiences, research, and the introduction of uniform methods. This makes for a more ready transfer of officers within the service, and increases the prospects of the ambitious officer, apart from its immense benefit to the local authorities.

This being so, it is a matter of regret that many officers are attached to sections where there are no recognised qualifications; where the demarcation of authority between the financial officer and the departments varies considerably between authorities; where there are vast differences in organization and methods; where there are practically no opportunities for the exchange of views with officers employed by other authorities; where there is a lack of available literature on the methods in use; and where advertised vacancies are few.

Reasonable prospects of advancement, with a fairly clear line of study towards this end, are essential if local government is to attract a high standard of recruits.

Those sections which possess recognized qualifications for the higher positions are more attractive than the others, for not only is there a criterion for enthusiasm and ability, but the training involved in qualifying leads to a large measure of agreement in the fundamentals of the methods of working, and thus renders the training of value throughout that section of the service.

Of the sections of the service without qualifications I have particularly in mind the commercial staffs of public utility undertakings. Many of these undertakings serve areas extending far beyond the boundaries of the local authority, and not only give valuable service to many thousands, but also undertake huge capital works by direct labour. Unfortunately, there are great discrepancies in the size of the departments, and whilst a few are self-contained, in many others the finance officer does the costing and billing.

This has retarded rapid development in the organisation of the commercial staffs, and the ambitious officer who wishes to qualify himself finds it difficult to study the problems of his own industry. He could qualify for certain professional examinations, but these, although of a high standard, do not deal with his peculiar problems. Further, they do not provide that intercourse with fellow officers which is so valuable, and consequently they are not of sufficient benefit in securing new appointments.

The larger public utilities must have efficient costing methods, be able to furnish prompt returns and statistics, and have consumers' records and billing methods capable of dealing efficiently with many thousands of quarterly accounts. Without opening the old controversy as to who should control these matters,

I do think that costing control requires a sound knowledge of costing methods, a knowledge of the requirements of the financial side, and some acquaintance with the functional use of the technical equipment, whilst an understanding of the implications of technical factors is essential for the application of costs to a technique of price fixing. The need in these sections is for a training in administration, modern business methods, commercial law, industrial law, economics, statistics, accountancy, a sufficient knowledge of the technical side to permit of accurate and intelligent costing, and a knowledge of loans, income-tax, rating, etc., as affecting public utilities, in order that the needs of the finance department may be thoroughly appreciated.

NALGO could help greatly to improve this position, particularly by paying more attention to sectional development within the service. The association has previously attempted to open the I.M.T.A. examinations to all engaged on financial work, but I would suggest that a new qualification is desirable. Its aim would be to fill the gap that now exists, and to promote close and knowledgeable relations between the public utilities, etc., and the finance departments. I do not consider the association examinations achieve what I have in mind.

W. WOLSTENHOLME, A.C.I.S., A.C.W.A.
Preston. *Branch Secretary.*

LAND NATIONALISATION

Was Proposal "Political" ?

IS NALGO an uneasy combination of dual personalities, a Jekyll and Hyde affair? In March, affiliation to the T.U.C. is rejected, undoubtedly because of the political implications, yet in July, with brazen unconcern, the association announces its support of nationalisation of the land.

"Nationalisation of the land"—one of the fundamentals of the Socialist creed—is apparently accepted by NALGO; inevitably without asking the district committees or branches for comments, and this revolutionary outlook is calmly reported in an ordinary issue of LOCAL GOVERNMENT SERVICE. It is completely beyond my comprehension, yet I feel certain that not one of our branch executive conservatives or "go slow" radicals will protest against the idea. If this is what NALGO regards as keeping out of politics, I am perfectly prepared to advocate that the association continues to be "non-political."

Perhaps the N.E.C. has a conscience about its decision to turn down affiliation to the T.U.C. and now offers its support of land nationalisation as a sop to the many supporters of affiliation. Sir Stafford Cripps was expelled from the Labour Party for being too Socialist. May not NALGO soon be debarred from affiliation to the T.U.C. for similar reasons?

R. J.

Were it to be invited, NALGO would doubtless support extension of the social services, which was one of the planks of the German National Socialist Party: would R.J. interpret such support as equivalent to adoption of the Nazi creed? One of the advantages of being "outside politics," surely, is that it enables the association to adopt whatever policies it considers the best, on purely rational grounds, and without regard to party labels.

Achieving the Aim

THE N.E.C. is to be congratulated on its memorandum advocating nationalisation of land. It is a pity that the council did not take the one step necessary to get the full force of NALGO opinion behind it—the calling of a conference to discuss this problem and the other pressing problems which loom ahead.

The duty of N.E.C. now is to prepare for the struggle (make no mistake, a struggle will be

necessary!) by calling a conference now, or, at the least, requesting a discussion at a general meeting of each branch. The forces which will oppose nationalisation are immensely strong; let us not minimise them, and just as planning for reconstruction must begin now, so working for the achievement of nationalisation must also begin now.

I should have liked to see a strong line taken on the question of slum property. No slum has any value, and in the planning and rebuilding of cities after the war, NALGO should demand:

1. A ruthless policy of clearance;
2. A much wider definition of slum; and
3. No compensation paid.

As a taxpayer, I object violently to paying interest to dispossessed owners of what is a criminal anachronism.

Glasgow.

A. L.

Responsibility of the N.E.C.

AS you have exercised your prerogative in inserting a note after my letter, I take it I am entitled to reply. Let me say at the outset that I find your note absolutely unconvincing. The fact that Parliament and local authorities take a certain line of action does not necessarily prove that line to be correct. In the introduction to the book recently published on "The Use of Advisory Bodies," it is stated: "It is for the constituencies to give expression to the general wishes of the electors as to lines of policy; for the Cabinet to formulate legislative proposals which give expression to those wishes." If you substitute branches and district committees for constituencies, and N.E.C. for Cabinet, in my opinion it is an apt illustration of our association.

Of course, if our N.E.C., while claiming to represent the members, does not wish to endeavour to ascertain their views, there is an end of the matter. By accepting the principle laid down by you, a man joining NALGO may, at some future time, be represented by his N.E.C. as supporting proposals for what is described as a continental Sunday, or on the other hand what is said to be a puritanical Sunday, unlimited free trade or full-blooded protection, local option or total prohibition, or some other nostrum which may hold the field.

I hope, however, the writer of "Blitzin-formation" in your last issue read your note. On page 174 we read: "Local authorities—and the Government... should also take more positive steps than appear to have been taken so far, to find out what the public think about the services," and: "Before giving that advice did the Government, or before carrying it out, did the local authorities, make any attempt to discover what type of shelter the public preferred." This is, of course, the principle I was asking our N.E.C. to adopt and which, to my great amusement, was described by you as "merely mob rule and chaos." I wonder what the members think of being described as a mob. Is it suggested that in ordinary times when we elect the N.E.C. it is a mob which does it? Is it the argument that if we left everything to the N.E.C., the rule would be an enlightened one leading the association into realms of unimagined splendour and ushering in the Golden Age of local government officers?

But, may I ask, what is a mob? Is the N.E.C. a mob? This question suggests itself after reading the report on page 196 of the same issue. Here we are informed that the report of a sub-committee "appointed... to make recommendations on the personnel and terms of reference [of the NALGO Planning Committee] gave rise to much controversy. Was the committee to be an independent body, and if so, would its report published in the name of NALGO be regarded as binding on the association although not sub-

Wolsey Hall Oxford

Founded  in 1894

POSTAL TUITION

For London University

MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. It is also the first step to a University Degree.

Tuition for London University

Diploma in Public Administration and Degrees

Prospectus Free

on request (mentioning exam.) to the Director
of Studies, Dept. RH7, Wolsey Hall, Oxford

mitted to the N.E.C.? Who, in short, would have the final responsibility for any recommendations put forward in the Association's name—the N.E.C. or an independent group of officers?

Note that the question was not, should the members have an opportunity to decide as to what was wanted in reconstructing local government but whether we the "common or garden" members should be bound either by the N.E.C. as a whole or a committee of the N.E.C. In either case we do not appear to have entered into the argument. Did those members of the N.E.C. who wanted the committee to prevail think that "too many cooks spoil the broth" or, to use the words of your note that it would lead to "mob rule and chaos" if the matter were decided by the whole N.E.C.?

112, North Road, P. J. SCRIMSHIRE.
Hertford.

We agree that in formulating its policies the N.E.C. should give expression to "the general wishes of the electors as to lines of policy," and we believe that it does that. But that is a far cry from Mr. Scrimshire's demand that the N.E.C. should have no right to express a view upon anything without first consulting the members. Scarcely a month passes without the council submitting views on behalf of NALGO to Government departments, Whitley Councils, local authorities, and other bodies. Does Mr. Scrimshire seriously suggest that before every deputation and before the submission of every memorandum, it should hold a referendum of all NALGO's 120,000 members? The question has merely to be stated to demonstrate its absurdity. Having elected a national executive, members must allow it some discretion and authority: if it abuses their trust, they can get rid of it at the first opportunity.

"BLITZINFORMATION"

A Greenock Denial

"AND in Greenock, after its May blitz, [the situation] was so bad that the loudspeaker van announcers could not get enough accurate information to disseminate about the elementary social services of the area, and it is widely said throughout the area that buses arriving to evacuate the people went back empty because of the muddle."—Tom Harrison, in his article in August issue.

We beg to state that we resent very much the implication contained in the above statement and shall be obliged if you will be good enough to inform your contributor that, although his premises may have been correct, the conclusions which he has drawn are quite erroneous.

If at any time wrong information was supplied to the public, it was not the fault of the information department but of various Government departments who supplied information to be broadcast, and then failed to supplement the promises contained in the broadcast messages. In the period immediately following the blitz, information was supplied plentifully to the public both by poster and loudspeaker van announcements. The posters were displayed throughout the town, and of special announcements there were actually fifty copies of which we still hold. None need, therefore, have been unaware of what to do or where to go to receive help.

Again, it was not the local authority who ordered or sent back the buses, nor was it because of muddle that they were sent back empty. Actually, this happened on the direct instructions of a permanent official of D.H.S., who stated, "No more evacuation outwith the town will take place today—half these people are not homeless at all."

Mr. W. M. MacKinlay, district information officer, has written personally in like terms to Mr. Harrison.

It seems, therefore, that your contributor has apportioned the blame of the alleged muddle to the wrong department and we shall be glad if he will make, and give the same publicity to, the necessary correction in your next issue.

W. B. PATON,
Administrative Officer.

W. M. CARROLL,
Information Officer.

Greenock.

We are happy to publish this letter, but in fairness to Mr. Harrison would point out that he was not concerned with the allocation of blame to any quarter, but solely with reporting the facts as he observed them.

Mobile Bureaux Needed

TOM HARRISSON has presented a searching analysis of the defects in local information services in connection with air raids. The problem is a serious one, but without doubt the greatest hindrance to the dissemination of information is the apathy of the public, who will not take the trouble to find out in advance how and where to get the help they may need.

But the period immediately following a serious air raid is no time to indulge in artful propaganda. The people need help. Even if all the information they need is centralised in one building, they may not be able to get there.

It is here that Mr. Harrison's solution falls short of perfection. If the people cannot get to the information centre, the information must be taken to them by means of a mobile unit. A large van or pantechicon, or a travelling library van, could easily be adapted and stocked with all the appropriate forms, ration books, identity cards, gas masks, etc. (even money and clothes might also be included) and driven to a spot near or even right in the blitzed area within a very short time of

the raid. Even if the entire telephone system were out of action, this mobile unit could function effectively.

I do not wish to suggest that this idea provides the solution to the problem, neither would it cut across any of the 14 points made by Mr. Harrison. But I do suggest that it should become a fifteenth point, and is important enough to deserve black type.

Hastings.

F. A. BRISTOW.

ADMINISTRATIVE REFORM

Too Many "Systems" ?

MR. NORMAN DAKER'S article on the reform of administrative methods in the August journal contained much truth. I have served a large local authority for many years, having worked in several departments, and have conversed with hundreds of officers serving in other towns. I am a strong advocate of municipal management, considering it democratic and essential in many directions. But I have one "bee in my bonnet"—waste.

If the public knew of some types of waste, there would be a revolution among ratepayers. I do not mean the type of "waste" of which



"All right—just one little ride 'round the square—but only because you're the Mayor!"

some ratepayers accuse local authorities, but waste in connection with administrative "systems."

During my period of service, I have known large sums of money to be wasted because of changes in systems, following the transfer of officers from one town to another. Huge stocks of stationery have frequently been scrapped (even in these days) to meet the fad or fancy of a new official, whether for the better or not. The time has come when all local authorities should as far as possible adopt the same methods. The Post Office sets us an example. Wherever one goes, the stamps are the same colour, and all forms and stationery are the same. A change of postmaster in a district does not mean a change of system. The methods of large private combines are also the same in every district.

The multiplicity of methods adopted by local authorities all over the country is very confusing to the public, and causes much worry to local government employees, especially those nearing retirement age, who have to begin studying new methods.

This matter should greatly interest all members of NALGO, especially the younger officers, who are studying municipal administration, some of whom may find their efforts wasted when they come up against things that they have been unprepared for when securing appointments elsewhere.

I know that it may not be possible to go

the whole hog in nationalising management methods, as every town has some peculiar aspect which calls for variance, but much can be done to run our municipal affairs upon a more rational basis. Improvements will only be possible, however, when a better type of councillor is secured. At present, it seems that officials can recommend and get away with almost anything, because committees lack the knowledge to enable them to sift the good from the bad.

LONDONER

MINISTRY FILMS

How Branches Can Help

THE Ministry of Information recently held a very successful film show, dealing with various aspects of the war effort, at the Savoy Cinema, Cleckheaton.

As public relations officer of the Spensborough branch of N A L G O, I offered the secretary of the local voluntary information committee the full co-operation and assistance of the branch, and assisted in circularising civil defence units and other local organisations, and helping with the distribution of Posters. In addition, junior members of the branch acted as stewards.

Queues were formed outside the cinema half an hour before the show began, and there was a crowded house, the attendance being over 1,200. The secretary tells me that the Ministry described the show as the second most successful in all Yorkshire.

You will no doubt be interested in the above account, which shows that N A L G O can be of considerable service in these matters. Spensborough. M. E. SCHOLEFIELD.

We warmly commend Mr. Scholefield's example to other public relations correspondents and branch officers. The Ministry of Information now has available a large number of first-rate films, many of them dealing with various aspects of local government, the showing of which will be of great value to N A L G O's public relations campaign as well as a contribution to the war effort. We hope to deal with them at length next month.

A NALGO "FIFTH COLUMN"

Should it be Expelled ?

PROBABLY most branches of NALGO contain a few members whose absence would be of greater benefit than their subscriptions. When the branch is discussing anything which affects the relations of the local authority and the staff, these members seem to take a pride in presenting with all their skill, if not actually championing, the point of view of the local authority. In doing so, they generally plead that such a course is "only fair," or that "there are two sides to the question." True enough, but how is it that they do not know that the local authority has no need of their advocacy, and, in fact, is quite capable of looking after itself? Even if this ostensible "fairness" motive contains some truth, such members forget that their attitude is not very "fair" to the branch, which they should feel themselves pledged to support. In any case, they ought to realise that it is not their place, as members of a body which is intended to represent, and improve, the conditions of local government officers, to play the seditious ape to mayor, alderman, and councillors. They cannot be on both "sides" at once, and if they feel it is their duty to act as spokesmen for the employers they should not belong to an association which represents the employed.

I have even heard it urged by some members that, as the branch includes only 75 or 80 per cent (or whatever the figure may be) of the official staff, it is not "fair" to expect non-members to abide by its advice and decisions. This smells uncommonly like "democracy" on the Nazi model.

Would it not make for better relations within the branches if such "fifth-column" members

(in effect, if not intent) were politely asked to mend their ways or to resign? They are potentially a disruptive and subversive influence in the branches, and sow the seeds of doubt and dissension in the minds of the younger members.

MEMBRUM VIRILE.

SCOTTISH SALARIES

"Basic"—or "Base"?

NALGO, with pardonable pride perhaps, is congratulating itself on having achieved a great victory at Port Glasgow, where the town council has been ordered to pay Scottish Whitley Council basic salaries. But the adjective should be "base," I think, not "basic."

Before your readers become too elated with the success, let them examine the figures. From now on, a young man at Port Glasgow, provided he advances without let or hindrance for eleven years until he has reached the age of 26, will be receiving the munificent salary of £180, or £3 9s. 3d. a week, and at 24 a woman will receive £125, or £2 8s. a week.

These salaries, I am pleased to say, compare very unfavourably with those in force in many other parts of the country, and are a bad advertisement for Whitleyism—so bad, indeed, that I think those who authorised their publication have rendered the cause a great disservice.

WEST COUNTRY BRANCH SECRETARY

EQUAL PAY FOR WOMEN

Ability and Brains the Test

AT a time when, in local government as in every other walk of life, women are hourly proving their equality with men, "Hassock," sees fit to mumble that "women take advantage of their being women" and that "the chief officer likes to be chivalrous at the expense of the male staff." Does "Hassock" mean to infer that women use their charms to "vamp" the chief official into giving them less work to do, and by "chivalrous" does he mean that the chief officer always gives the really difficult work to the male staff, or perchance does "Hassock" mean that the chief official carries the cases of his charming women staff to the train at night?

Women in local government seek, or should seek with greater energy than we have seen up to the present, equality of opportunity with full economic status with men. Many women are fighting for true recognition in the service and, whatever "Hassock" may think about it, they will not grumble when the fight is won. (It will be won.) Local government is concerned with administration, and capabilities and brains must be, in the final analysis, the decisive factors, not a strange thing called sex. (Jackass please copy.) Women are more than pulling their weight today, and it is plain nonsense to infer that women expect men to cover up their mistakes. Does it never operate the other way round? Come, come, Mr. Hassock, if you know service conditions you know the answer—don't publish it next month—keep it dark for your own peace of mind.

In conclusion, I do hope that "Hassock" does not really feel like "a small stuffed cushion used as a footstool" (Webster's Collegiate Dictionary).

East Kirkby, AUDREY M. PRIME.
Nottingham.

BOMBED NURSES R.C.N. Relief Funds

FOR some time now, the Royal College of Nursing has been administering funds for the relief of civilian nurses (both trained nurses and nurses in training) who have become victims of air raids. These funds have been subscribed by trained nurses all over the world, and the money is continually supplemented by contributions from nurses in this country and overseas.

Grants from these funds are supplementary

to any official compensation or relief to which the nurse is entitled, and are allocated with a view to tiding her over some temporary difficulty—for example, to furnish uniform and so enable her to start work with the minimum of delay; to pay fares and other expenses incidental to the acceptance of invitations to country houses to recuperate under the Royal College's hospitality scheme; to pay for the immediate removal of undamaged furniture to a safe area; to buy extra coals and nourishment for convalescent post-graduate students anxious to make up interrupted studies and take their examinations. Each case is considered promptly, sympathetically and with the minimum of "red tape," and, as the administrative committee are all nurses, they are well qualified to deal with any special nursing problems that may arise. Application forms can be obtained from the Secretary, Royal College of Nursing, Henrietta Place, Cavendish Square, W.1. NANCY G. GOODALL.

Royal College of Nursing. (Secretary)

WELSH IS ESSENTIAL

Why it is Needed

SHOULD Mr. Longden ever come to those parts of Wales where knowledge of the Welsh language is essential he will soon find how important it is. For example, the minutes and all reports of my council are recorded in Welsh and, of course, all meetings are conducted in Welsh.

Welsh is necessary in all branches of services and walks of life in Wales and it is as important for local government officers in Wales to have some knowledge of the language, as it is for officers in England to have some knowledge of English.

Penrhyndeudraeth,
Merionethshire.

L. ELLIS.

This is only one of many letters received from Welsh—and English—readers, all making the same point.

"ALL ABOUT THE COW"

A Cautionary Tale

A BOOK—one of the few which escaped the wreckage of the city library—which has been circulating among some of my office colleagues, is the delightful "Come for a Walk," by James Thorpe, the celebrated pen-and-ink artist. Published by Methuen in 1940, the following passage appears on page 201:

"The cow is a mammal and is tame. It has six sides, right, left, fore, back, upper and below."

And so on, practically word for word the "delightful essay by a boy of ten," published in your August number.

"Everything's got a moral, if only you can find it," as the Duchess said to Alice.

Coventry. T. W. MASLEN.

Too true—and we have noted the moral here and taken it to heart!

THE OVERTIME EVIL

Some of its Causes

SOME work, described as "overtime" is, in reality, not overtime at all, but work purposely delayed by the executive officer, to give the impression of intense activity to the chairman of the committee controlling his department.

Again, retention at work is sometimes due, not to pressure, but to bad management, distribution, and delegation of responsibilities by "self-made" men with little or no training in the rudiments of business organization. Such men delight in gathering about themselves, at the conclusion of the day's work, a group of clerks to whom they will give minor unnecessary jobs to perform before they leave, to create an atmosphere of bustle and supposed industry.

This type of officer will, during the daytime, indulge in unnecessary conversation, while

LONDON UNIVERSITY DEGREES

THE Degrees of London University are open to all. Neither residence at the University nor attendance at lectures is required.

University Correspondence College has for over 50 years successfully prepared many thousands of students by post for Matriculation, and the Intermediate and Degree examinations in Arts, Science, Economics, Law, etc. Highly qualified resident tutors. Low fees: instalments. Free re-preparation in the event of failure. More than 10,000 U.C.C. students passed London University exams. during 1930-1940.

Diploma in Public Administration

U.C.C. provides Courses of instruction.
Full Particulars in Prospectus (see below).

★ Free Prospectus from the Registrar,
University
Correspondence College
79 Burlington House, Cambridge

LITERARY

WRITE FOR PROFIT in Spare Time.—The ideal wartime hobby. Send for free booklet.—Regent Institute (1906), Palace Gate, W.8.

MISCELLANEOUS

BOOK-KEEPING & ACCOUNTANCY.—Expert postal tuition. Fee 5/- monthly. Success assured at any Public Final Exam. Booklet, testimonials FREE.—City Correspondence College (LGS), 21, City Road, E.C.1.

REMOVALS AND STORAGE UNDERTAKEN by DAVIES TURNER & Co., Ltd. (Est. 1870), 4, Lower Belgrave Street, S.W.1. SLO 5121.

the typists file and polish their nails in desperation. After a late arrival, a couple of hours is spent at lunch, then more conversation with visitors on the prospects of Stalin holding back Hitler. Half an hour before the time to finish, a collection of inward correspondence is unearthed from a pile of forms, a typist is sent for, and then begins a flow of dictation making it impossible for the typist to finish promptly, to say nothing of postal staff and the staff that must remain a further couple of hours should they be wanted to hand their chief a document!

Another cause of staff retention is the executive officer who, lacking a winter hobby at home, makes a hobby of his work, prolonging it late into the evening without giving a thought to ambitious juniors, still with their way to make, who are anxious to attend evening schools.

Juniors may be unnecessarily delayed by officers who have never qualified by examination for the post they hold, and are jealous of the junior struggling to qualify by examination for a senior post.

• There are occasions when overtime is unavoidable, but it should be the exception, rather than the rule—or habit.

"SUFFERER."

ESSENTIAL WORK ORDERS IN LOCAL GOVERNMENT

NALGO Moves to Protect Members

IMPORTANT steps to protect the interests of members of NALGO affected by the Essential Work (General Provisions) Order, 1941, and the Essential Work (General Provisions) Amendment Order, 1941, have been taken by the service conditions and organisation sub-committee of the N.E.C.

Already, these orders are being applied to gas, water, and electricity departments of local authorities and it is understood that proposals

will be withdrawn. At the end of six months, the certificate may be granted permanently, but it can still be withdrawn at any time.

NALGO takes the view that if local government officers are to be prevented from seeking better employment elsewhere, their salaries and service conditions must be safeguarded at least as well as are the wages and conditions of workmen.

Since workmen generally have a guaranteed minimum wage, secured under collective agreements, local government officers must be given equivalent guarantees.

Should the Order be applied, therefore, to any department of a local authority in which salaries and conditions are below the appropriate Whitley Council standards, the branches concerned should at once notify their divisional secretary, who will take the matter up with the local officer of the Ministry of Labour.

In addition to these steps, the association is to discuss the implications of the Order with the Minister of Labour.



TURNER
"I filed your cigarette end under 'unfinished business,' your Worship"

have been made to extend their operation to transport, highways, salvage, and sewerage and sewage disposal departments. They may be applied to any branch of local government, on the recommendation of the appropriate Ministry.

The Orders empower the Minister to schedule any undertaking which is engaged on "essential work," as defined in the Essential Work Order.

An undertaking may be scheduled for six months at a time, but before placing it permanently on the schedule the Minister must be satisfied on the following points:

1. The terms and conditions of employment of persons employed in the undertaking must be not less favourable than those provided for by the Conditions of Employment and National Arbitration Order, 1940—i.e., by collective agreements.
2. There must be satisfactory provision for the welfare of persons employed in the undertaking or such provision must be in course of being made. (This requirement covers welfare both inside and outside the undertaking, including the arrangements for housing, travelling, and feeding. The Orders do not extend the legal obligations of the undertaking with regard to the provision of welfare arrangements at its own cost)

The effects of the Orders in a scheduled undertaking are, briefly:

1. The right of the management to discharge, and of the personnel to leave, is strictly controlled and is, in general, subject to permission of a national service officer and to at least one week's notice.
2. A guarantee is given of a certain minimum time-rate of wages, subject to specified conditions.
3. Cases of alleged absenteeism will be dealt with under a special procedure.

When an undertaking is scheduled, a provisional certificate is first issued. This must be posted in a prominent place and any employee or group of employees will be given an opportunity to appeal if they consider their conditions to be unsatisfactory. If the grievance is justified, the provisional certificate may

COURT OF INQUIRY UPHOLDS TRADE UNIONISM

"Employers' Duty to Fall into Line"

The findings of a recent court of inquiry under the Industrial Courts Act will be of interest—and, we hope, will convey a warning—to those local authorities which still seek to ignore trade unionism, or which pay it lip-service only.

THE court, consisting of Sir Charles Doughty, K.C., Mr. Gerald Lant, and Mr. J. W. Bowen, ex-general secretary of the Post Office Workers' Union, was appointed to investigate a stoppage of work at the factory of Trent Guns and Cartridges Ltd.

In its report (Cmd. 6300, H.M. Stationery Office, 2d.) the court describes how, as a result of complaints received from workers at the factory, Mr. W. R. Brumby, a district organiser of the Transport and General Workers' Union, went outside the factory to invite the workers to attend a meeting. "At this stage," the report states, "Mr. Claud King, the managing director of the firm, appeared and with the assistance of one of his staff, and using violent language, took Mr. Brumby inside the factory and sent for the police. Mr. King's own statement was that he 'arrested' Mr. Brumby because he thought he was a 'fifth columnist.'"

Later, after 60 employees had enrolled in the union, Mr. King addressed the staff and asked them not to join the union, at the same time promising to increase wages. At a subsequent stage, Mr. King declined to meet the union to discuss wages and conditions. Two workers who were members of the union were dismissed, and eventually many of the employees refused to return to work until one had been reinstated. This the firm declined to do.

After describing the further development of the dispute, the report quotes the following findings of the court:

"The fundamental cause of the dispute was the stubborn refusal of the managing director, Mr. Claud King, to have any dealings with any trade union, and the active steps he took to prevent, if possible, his workpeople joining the National Union of General and Municipal Workers.

"We strongly regret the attitude of Mr. Claud King. The union did in fact acquire a membership of the overwhelming majority of the workers and the attitude of Mr. King was bound to lead to a trade dispute with great possibilities of a stoppage of work, just as actually did happen in fact.

"The almost universal practice and well-tried method of recognising and negotiating with the trade union or unions fairly representing the workers should be adopted in these works, and unless it is adopted we fear other troubles will arise.

"We appreciate that Mr. King is quite sincere in his belief that he is entitled to refuse to have any dealings with a trade union, and he claims that if he likes he is entitled to run his works on non-union lines. In peace-time, if he chooses to try to exercise this right and a trade dispute occurs in consequence, the national interest may not be gravely involved.

"In war-time we think that, however strongly individuals may desire to run their works in their own way, it is their duty to their country to fall into line with the vast majority of other good employers and assist the Government in the accepted methods of conciliation."

£20 For An Essay

The Workers' Educational Association is offering prizes of £20, £10, and £5 for the best essay of not more than 5,000 words, on the following subject:

To consider the working of the Representation of the People Act, 1918, as exemplified in the general elections held since the passing of the Act, and to indicate what changes, if any, should be made in the method of electing Parliament in order to assure, so far as is reasonably possible, that the post-war House of Commons shall be representative of the nation, and shall contain within itself the highest political ability and leadership, irrespective of party, available for national service.

The competition is open to all W. E. A. students and members of NALGO, as an affiliated trade union, and the closing date is November 1. Full details may be obtained from the secretary, W. E. A., 38a, St. George's Drive, Victoria, London, S.W.1.

APPROVED SOCIETY MEMBERS

- **THREE DAYS ONLY** is the time limit laid down in the National Health Insurance Act for notification of incapacity.
- **IF YOU ARE ILL**, therefore, you must **INFORM THE SOCIETY WITHIN THREE DAYS**; otherwise **YOU MAY LOSE BENEFIT.**
- If you cannot send the information within three days, you must send it **AT THE EARLIEST OPPORTUNITY**—but the time limit can be extended only if you have a good reason for delay. Ignorance of the Act is not a good reason.
- **YOU NEED NOT SEND A MEDICAL CERTIFICATE WITH THE NOTIFICATION.** That should, however, be sent as soon as possible.
- **PLEASE GIVE YOUR MEMBERSHIP NUMBER WHEN YOU WRITE.**

**NALGO APPROVED SOCIETY,
CROYDE, BRAUNTON, DEVON**

NALGO ROLL OF HONOUR

215

KILLED

Apsee, A.C. L. V., R.A.F., 21, public assistance dept., Glamorgan C.C. (Died in hospital after health breakdown.)
 Burton, Cpl. H. E., R.A.F., electricity dept., Nottingham C.B.
 Bradbury, Sergt.-Pilot G. S., R.A.F., Stafford.
 Davies, Cpl. G., R.E., engineer and surveyor's dept., Baldon.
 Gilbert, Sergt. R. A., R.A.F., 20, rating dept., Maldon.
 Powell, L./A. L., Fleet Air Arm, town clerk's dept., Erith.
 Rose, Sergt.-Pilot W., R.A.F., borough engineer's dept., Gosport.

MISSING

Bowering, Sergt.-Pilot N. E., R.A.F., Romford.
 Camp, Pilot-Officer A. W., R.A.F., 20, clerk's dept., Rochford U.D.C.
 Chipperfield, Sergt. C. T., R.A.F., 30, borough engineer's dept., Folkestone.
 Dean, Sergt.-Pilot D. A., R.A.F., town clerk's dept., Yeovil (believed killed).
 Donovan, Sergt.-Obs. J. A., R.A.F., land drainage dept., Cheshire C.C.
 Francis, E. H., supply assistant, R.N., borough engineer's dept., Luton.
 Helmore, Flying-Officer H. V. T., R.A.F., 24, clerk's dept., Essex C.C.
 Herriott, W., R.N., electricity dept., Brighton.
 March, Major T. C., 34, engineer's dept., Bucks C.C.: Missing in middle East.
 Oswald, L.-Cpl. J. C., R.T.R., electricity dept., Woolwich. Missing in Middle East.
 Wimhurst, Sergt. Obs. J. C., R.A.F., gas dept., Newcastle (Staffs).
 Woodsford, Sergt. F. M., Royal Marines, 24, town clerk's dept., Bournemouth (believed prisoner).

PRISONERS OF WAR

Bailey, Driver M., accountant's dept., Middlesex C.C. (and son of Mr. S. P. Bailey, deputy rating officer, Tottenham).

Barton, Gunner A. W., R.A., case paper dept., Essex C.C.
 Baxter, L.-Cpl. C. W., M.P., Highland Div., assistant registrar, Dundee.
 Brown, Cpl. G., M.P., Highland Div., water engineer's dept., Dundee.
 Brown, S.Q.M.S. T. F., H.Q. Staff, Highland Div., city chamberlain's dept., Dundee.
 Capon, Sergt. W.O. P. J., R.A.F., electricity dept., Gillingham. (Interned in Algeria.)
 Carter, Sergt.-Obs. K. H., R.A.F., 23, clerks' dept., Glamorgan C.C.
 Coleman, Cpl. S. W., Dorset Regt., R.E., 27, Clerk's dept., Whitstable. Taken in Greece.
 Cox, P. R., R.M., electricity dept., Bristol. Taken in Crete.
 * Clarke, Cpl. A. B., R.E., borough treasurer's dept., Newcastle (Staffs).
 Farrell, C.S.M., D. G., R.A.S.C. Highland Div., city collector's dept., Dundee.
 * Hunt, Pte. P. E. K., R.A.M.C., public health dept., Basingstoke.
 Imrie, Major C., R.A.M.C., assistant M.O.H., Dundee.
 Lynn, Major S. W., R.E., surveyor's dept., Bedfordshire C.C. Taken in Greece.
 Peachey, Trooper F. K., R.A.C., surveyor's dept., Heanor (and former secretary of the Heanor branch). Prisoner in Italy.
 Poulter, Pilot-Obs. R. G., R.A.F., electricity dept., Gillingham.
 Scrymgeour, Second-Lt. J. H. P., R.E., city engineer's dept., Dundee.
 Taylor, L.-Cpl. C. H., M.P., Highland Div., School of Economics and Commerce, Dundee.
 * Wilson, Cpl. J. R., Northumberland Hussars, public health dept., South Shields. Prisoner in Italy.

* Previously reported missing.

"SPIRIT OF THE MEN IS MAGNIFICENT"

S.Q.M.S. Thomas F. Brown, of the city chamberlain's department, Dundee, who appears in this list as a prisoner of war, has been appointed British commandant in a German prison camp of 500 men. In a recent postcard, he wrote:

"The spirit of the men is magnificent and cannot be damped by prison life, with its long hours of hard work, meagre food, and multiple discomforts. Despondency is unknown, and I have yet to find a man who is not supremely confident of the future."

Mr. Brown is a keen student and, at his request, many of his books have been sent to Germany to enable him to continue his examination studies.

Civilian

KILLED (in air raids)

Bintley, G. H., 32, works superintendent Hoylake. Killed when, as member of a rescue squad, he was on the way to give assistance in another area.

AWARDS

DISTINGUISHED SERVICE CROSS

Dodds, Lt.-Commander G. E., R.N.R., electrical engineer, Gateshead. For "enterprise and skill in action against enemy submarines."

DISTINGUISHED FLYING CROSS

Merrills, Sergt.-Pilot, R.A.F., licenses dept., Kent C.C.

Nixon, Sergt.-Obs. L., R.A.F.; town planning assistant, Rochdale.

MENTIONED IN DISPATCHES

Arnold, A.C.I. C. B., R.A.F., architect's dept., Devon C.C.

JUTEX

PANEL BOARD

A WATERPROOFED AND PAINTED MATERIAL
 NO LICENCE REQUIRED



Uses:

Linings, Partitions, Floor Covering, Window Protection



Sizes:

6 and 8 ft. x 6 ft. • 6 ft. x 4 ft. and 5 ft. • 6 and 8 ft. x 3 ft.

Samples on Request

C. F. ANDERSON & SON LTD

WALLBOARDS

HARRIS WHARF, GRAHAM STREET, LONDON, N.1
 Telephone: CLERKENWELL 4582

WHY

Public Officials should make a note of

BENSON'S

West End Address:—

25, OLD BOND STREET, LONDON, W.1. (Piccadilly End.)

Bensons, the watchmakers and Jewellers, were privileged to serve many Public Officials at their Ludgate Hill address. Now that as a result of enemy action, Benson's showrooms have been transferred to their premises at Old Bond Street, members may rely upon obtaining the same sterling quality, sound value for money and careful Service as in the past. Benson's hope that members will make personal visits or enquire through the post.

Special Discount to Public Officials or monthly payments if desired. Details on request. Please mention Department "A" when writing or calling.

THE MINISTER OF HOME SECURITY

AGAIN urges all to be prepared for POISONOUS GAS NOW! Are YOU? If not, send us your enquiry for essential requisites. Essential Equipment for FIRE WATCHING PARTIES in stock. Contact your Chief Fire Prevention Officer to arrange for bulk purchase to take advantage of our low prices for quantities.

Send for lists of all A.R.P. Equipment to THE Specialists:

AIR DEFENCE EQUIPMENT SERVICE, 4, Lisle Street, London, W.C.2 Telephone: GERard 2348 9.

STATIONERY

DUPLICATING PAPER, BANK PAPER, ENVELOPES, PRINTING, Etc. Send for Samples and Prices.

COBHAM TRADING COMPANY, Cobham House, 24/26 Black Friar's Lane, London, E.C.4. Telephone: City 6686 & 6687.



BE TALLER! CLIENTS GAIN! 1 to 6 inches
 NO APPLIANCES—NO DRUGS—NO DYEING
 ROSS SYSTEM NEVER FAILS
 Details 6d. stamp.
 Height Specialist
 D. MALCOLM ROSS
 8M, HYTE, LONDON, W.C.1.

MY OWN HEIGHT IS
 6 ft. 3 1/4 ins.

HOW NALGO PROTECTS ITS MEMBERS

Successful Compensation Claim in High Court

The value of the free legal advice and protection given by NALGO is strikingly emphasised by this report of a High Court action taken by the Association, as a result of which a member was awarded £348 6s. 8d. arrears of compensation, payment of which had been discontinued by his local authority.

IN 1927, a member of the association was awarded an annual compensation allowance of £95 in respect of a direct pecuniary loss of £337 10s., suffered through loss of office as rate collector. The compensation allowance was awarded under a local Act which applied the compensation provisions of section 120 of the Local Government Act, 1888, "with the necessary modifications." By subsection (7) of that section it is provided that if a person receiving compensation in pursuance of the section is appointed to any office under the same or any other county council he shall not, while receiving the emoluments of that office, receive any greater amount of his compensation than, with the emoluments of the said office, is equal to the emoluments for which compensation is granted to him, and if the emoluments of the office he holds are equal to or greater than the emoluments for which compensation was granted, his compensation shall be suspended while he holds such office.

From 1927 to 1937, the member was employed by the clerk to a rural district council, but in the latter year he was appointed financial officer, deputy clerk, and rating and valuation officer by that council at a salary of £500 a year. The authority (Stockton-on-Tees borough council) which had awarded the compensation allowance discontinued payment of the allowance as from May 31, 1937, on the ground that the substitution of the words "under any rating authority" for the words "under the same or any county council"

was the necessary modification, and that as the rural district council was a rating authority, the allowance should be suspended so long as the member was receiving from that council a salary exceeding the amount of the emoluments (£337 10s.) for which the annual compensation of £95 was granted.

HEADQUARTERS' NOTICE BOARD

We summarise below the outstanding items in a circular sent to branch secretaries on August 14.

Reinstatement After War Service.—As members will know, section 14 (1) of the National Service (Armed Forces) Act safeguards all employees called up for service in H.M. Forces by requiring employers to reinstate them, at the termination of their service, in an occupation and under conditions not less favourable than they would have enjoyed had they not been called up. An employer may, however, escape this obligation if he can prove that, by reason of change of circumstances (other than the engagement of some other person to replace the absent employee), it is not reasonably practicable to reinstate him.

The fact that an employee returns from his war service permanently incapacitated to such an extent that he cannot do his job efficiently would probably be regarded as a change of circumstances sufficient to free the employer from the obligation to reinstate him. The employee would, however, be entitled to count

On behalf of the member, the association contended that the necessary modification was the substitution of the words "under the Stockton-on-Tees borough council or any other non-county borough council" for the words "under the same or any other county council."

The case was placed in the hands of the association's solicitors and an action by the member against the Stockton-on-Tees corporation was begun in the High Court.

The case was heard at Leeds Assizes in July, 1941, when Mr. Justice Atkinson upheld the contention put forward by the association and gave judgment for the plaintiff for the full amount of the arrears of the compensation allowance claimed (£348 6s. 8d.) and costs.

his war service for superannuation purposes. If he had completed ten years' service, including war service, he would be entitled to a superannuation allowance: if his service was less than ten years, he would be entitled to return of his superannuation contributions with compound interest at the rate of 3 per cent. If, however, the incapacity was temporary only, NALGO would not accept the view that it was not reasonably practicable to reinstate him and would, if necessary, be prepared to take proceedings against a local authority refusing to do so.

Injured Civil Defence Workers.—It is pointed out that injuries cannot be considered for compensation under the Personal Injuries (Emergency Provisions) Act, 1939, or the Personal Injuries (Civilians) Scheme unless it is established that the injured person was at the time of the injury a member of a recognised civil defence organisation. All members working in civil defence organisations should, therefore, make sure that they are properly enrolled.

Civil Defence and Firewatching Allowances.—The Ministry of Home Security has suggested to local authorities that, where they cannot adopt the preferable course of supplying meals, they should pay meal allowances to unpaid volunteers unable to take their meals at home at the rate of 2s. for eight-hour spells of duty, and 3s. for spells of duty lasting 12 hours or more. Branches are urged to press their local authorities to adopt this scale as a minimum.

Subscriptions of Members in Forces.—Branches are reminded that, by decision of the delegate meeting in 1940, members serving in the Forces are required to pay association subscriptions upon the amount they receive from their local authorities. Where subscriptions are not collected, the members concerned are liable to forfeit the benefits of the NALGO ancillaries.

Temporary Officers.—All branches are again urged to recruit into membership of the association all temporary officers who would be eligible for membership if they were on the permanent staff.

Insuring Your Car Against War Damage

AN official ruling has been obtained from the Board of Trade through the War Damage Insurance Advisory Committee to the effect that under a policy taken out under the Private Chattels Scheme in respect of a person's private chattels a motor-car is covered only up to the amount of the policy, plus £25 free compensation. For example, if a policy is taken out for £100, a car will be covered only up to £125, notwithstanding that the insured may be entitled to, say, £300 free compensation in respect of his other chattels.

Where a person has taken out a policy for an amount which, with the free compensation of £25, does not cover the value of his car, he can, if he wishes, take out a supplementary policy for a further amount at a premium of £1 per cent (minimum £1).

YOUR QUESTIONS ANSWERED

Questions for answer in this column should be addressed to the editor, "Local Government Service," 192, Edgwarebury Lane, Edgware, Middlesex.

Reserved Occupations

I am employed by a rural district council in the finance department and am 28. I am also second officer in the fire brigade, being part-time retained. I am not reserved in my office appointment. Am I still reserved as a member of the fire brigade?

As a "retained" or "volunteer" part-time member of an established fire brigade maintained by a fire authority, or providing local fire services under the Fire Brigades Act, you are reserved at age 25, and it is necessary for you to send a certificate to this effect to the employment exchange.

The clerk of this council went on service at the outbreak of war and I was appointed acting clerk. I am 33. Am I in a reserved occupation?

The Schedule of Reserved Occupations provides for reservation at stage "C" at age 30 for clerks to councils if appointed before May 1, 1940. In effect, you were appointed clerk for the duration of the war. When you register, you will be given a form LS 2 and you should then write to the Allocation Officer Ministry of Labour, at the appropriate exchange, giving details, and ask to be reclassified as a deputy clerk for the duration of the war.

War Damage Act

Can relief be claimed in respect of the contributions payable under the War Damage Act, 1941, Part I (compulsory insurance of buildings),

when the value of the house is shown in a return for Income Tax under Schedule E?

No. Section 84 of the War Damage Act provides that no sum shall be deducted in computing the amount of profits or gains of any person for any purpose of the Income Tax Acts in respect of any payment made in or towards the discharge of any liability imposed under Part I of the Act as, or as a mortgagee of, a direct or indirect contributor.

Where an assessment for income tax is based upon the rents received less the usual allowances for repairs and fire insurance premium, can relief be claimed in respect of the contributions payable under the War Damage Act, 1941?

No. Section 84 of the War Damage Act also provides that, in computing the cost to any person of maintenance, repairs, insurance and management in respect of which relief may be claimed under Rule 8 No. V of Schedule A, no sum shall be included in respect of any payment in or towards the liability imposed by Part I of the War Damage Act.

Employment Insurance

Referring to the article on page 164 of the July journal, is an officer who receives a salary of £420 a year and who is not covered by a certificate of exception liable to pay unemployment insurance contributions?

Yes. Employment otherwise than by way of manual labour is excepted when the remuneration in respect of it exceeds in value £420 a year. Therefore, employment otherwise than by way of manual labour at a salary of £420 a year or less is not excepted employment, and if the employee is not covered by a certificate of exception he must pay unemployment insurance contributions. The article in the July journal did not make this point clear.

AN AUTHORITATIVE 150 . pp. GUIDE TO CAREERS

offered free by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

EXPERT POSTAL COACHING

for all Accountancy, Secretarial, Banking, Legal, and Insurance Exams., for Professional Preliminary Exams., Matriculation, B.A., B.Com. and other London University Degrees, Diploma in Public Administration, etc. Also many intensely practical (non-examination) Courses in business subjects.

INVEST IN YOURSELF—IT PAYS!

Send a Postcard to-day for free "Guide to Careers," which shows plainly how to secure that advancement upon which your future happiness depends.



METROPOLITAN COLLEGE

(G3/2), ST. ALBANS

Write for our NEW AUTUMN FASHIONS

Catalogue, specialising in the New Season's FURS, FUR COATS, CLOTH COATS, etc. Wise buying is the order of today. Our over half century reputation is your assurance of Coupon Value.

PROTECTIVE
MONTHLY
PAYMENT
TERMS

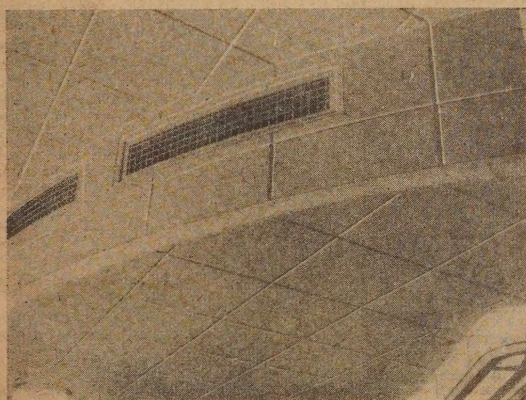
DEPARTMENTS:
Uniform and Mufti Wear, Furs,
Fur Coats, Lingerie, Footwear,
Jewellery, Plate, Cutlery, Furni-
ture, Furnishings,

'Phone:
South
Godstone 65

E. J. FRANKLAND & CO. LTD.

(OF LUDGATE CIRCUS)

(Desk. L.), MARLE HOUSE, SOUTH GODSTONE, SURREY



NEWALLS
INSULATION
PRODUCTS

Paxtiles absorb noise

in this underground control room. In Concrete air-raid shelters the high reflectivity of concrete exaggerates air-raid noise. By covering hard reflecting surfaces with Paxtiles they become highly sound absorbent entirely eliminating sound reflection. Paxtiles are composed entirely of Asbestos and on that account are absolutely fire-proof, damp-proof and vermin proof. May we send you samples?

NEWALLS INSULATION COMPANY
Branch of Turner and Newall Ltd., Washington Station, Co. Durham

West End Clothes

at cash prices

without putting down the cash



Appearances must be
kept up

The K.B Cash-Credit Plan helps men of assured position to buy necessary clothes, at *present cash prices*, without putting down the cash.

The first agreed monthly payment immediately establishes a *continuous credit of twelve times its amount*, and clothes to this value

may be ordered at once.

Further purchases may be made as required, within the credit limit. Yet your liability need never exceed the agreed monthly payment.

While *present stocks last*—Suits and Overcoats from 7 gns. Uniforms from 10 gns. Hats, Hosiery, Shirts, Shoes, etc., as reasonably. Branded lines at advertised prices. Also Ladies' Tailor-mades, Furs, and accessories.

Ask for the K.B SKETCH BOOK

which tells you all about the K.B Cash-Credit plan and the clothes we make. Call if you can, write, or phone REGent 0015 (5 lines).



Always at your service in
peace or war

KEITH BRADBURY

West End Tailors to Professional Men

137-141 REGENT STREET W1

also at 15 Westover Road, Bournemouth

Issued by Keith Bradbury Ltd.

Rife county council has now decided to affiliate to the Scottish Whitley Council. All the large county councils in Scotland are now represented on the Whitley Council.

War Service Allowances.—After long delay, Rife county council has also reached a decision on war service pay. It is to make up war service pay in full to all members of the staff earning up to £4 a week. On the other hand, Kirkintilloch—one of the few places doing nothing for its staff in the Forces—has confirmed its previous decision.

Renfrewshire county council has decided, in response to NALGO's application, to adopt salary scales no less favourable than those recommended by the Joint Industrial Council, and to grant the cost-of-living bonus recommended by the J.I.C.

Fees Dispute

The dispute with Inverness town council regarding fees has been amicably com-

Cost of Living Unchanged

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are:

March	197	June	200
April	198	July	199
May	200	August	199

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are, therefore:

March	27.1	June	29.0
April	27.7	July	28.4
May	29.0	August	28.4

promised, subject to confirmation by the council. The settlement is probably the best way of dealing with such a difficult question.

Personal Injuries Scheme

The library staff at Edinburgh has raised the question of the differentiation between men and women in the compensation payable under the Personal Injuries (Civilians) Scheme, 1941, and the protest has been referred to the National Executive Council.

Cost of Living Bonus

Lanarkshire county council has agreed to rectify an anomaly created by its decision to adopt the Whitley Council bonus award and, in addition, to give a bonus of 5 per cent to all officers with salaries above £350 and thus not covered by the award. The award provided that no officer was to receive an increase that would bring his salary above £360; thus, an officer with a salary of £350 could receive a bonus of only £10, whereas an officer with a salary of £351 would receive 5 per cent, of his salary, or £17-10s. The county council has now decided that no officer shall receive a bonus of less than 5 per cent. of his salary.

Salaries and Service Conditions

SOUTHERN REGION

Chard B. and Keynsham U.D. have adopted the South Western Provincial Council salary scales.

Eastleigh B. has adopted the following scales of salaries:

Grade A, Men: £55 (at 16) + 15 (12)—£72 (at 28).

Women: £55 (at 16) + 15 (18)—£75 (at 24).

Grade B: £190 + 15 (4) + 10 (1)—£210.

Grade C: £240 + 15 (4) + 10 (1)—£270.

Grade D: £300 + 15 (4) + 10 (1)—£370.

Grade E: £350 + 15 (4) + 10 (1)—£420.

With special additional scales for chief officers and deputies.

NORTH-WESTERN AND NORTH WALES

A special meeting of the appeals sub-committee of the Lancashire and Cheshire Provincial Council was held at Southport on July 18, to consider 19 individual appeals against the grading scheme prepared and submitted by the Whitley Council.

The town clerk, Mr. R. E. Perrins, represented the corporation and the appellants' cases were presented by Mr. Alan Proctor, who was serving on the committee. The corporation has accepted the findings of the committee in all cases.

The local joint committee at Northwich U.D.C. is to be congratulated on the successful conclusion of its negotiations on sick leave regulations. The regulations are a model.

Payment during absence on sick leave extends from a minimum of one month's full and one

month's half salary to six months' full and at least three months' half salary after ten years' service. Service with other local authorities is included. The Manchester district office can supply full details.

Kendal B.C. at its June meeting decided to adopt the salary scales of the Lancashire and Cheshire Provincial Council and to become a member of that council.

The Lancashire and Cheshire Provincial Council has adopted the following amended salary scale for women machine operators:

£60 + 15 (2) + 10 (3) + 15 (1) + 10 (1)—£145.

This scale operates without regard to age or service.

MIDLANDS AND SOUTH WALES

Two errors slipped into the reports from the North last month. It should have been stated that the North-West Midlands Joint Electricity Authority had adopted the West Midland provincial council scale 3, not scale 2, and that Scunthorpe B had adopted the East Midlands provincial council scale 2 to the maximum of Grade B (men and women), not Grade 6.

NALGO ADDRESSES

To avoid delay, members are asked to address correspondence as follows:

On all subjects except ancillaries, in the first place to the appropriate district office:

SOUTHERN REGION

Regional Officer (and Metropolitan District): T. M. Kershaw, 192, Edgwarebury Lane, Edgware, Middlesex (EDGWARE 2025).

Divisional Officer (Eastern and South-Eastern districts): J. Melvin, 54, New Street, Chelmsford (Chelmsford 4347).

Divisional Officer (Southern and South Western districts): N. M. Woodcock, 16, The Crescent, Taunton (Taunton 2779).

E. and W. MIDLANDS AND S. WALES REGION

Regional Officer (and E. and W. Midland district): J. E. N. Davis, 14, Earlsbury Gardens, Birchfields, Birmingham 20 (Birchfields 5123).

Divisional Officer (S. Wales and Monmouthshire districts): A. H. Geary, 11, Park Place, Cardiff (Cardiff 1646).

NORTH-WESTERN AND NORTH WALES DISTRICTS

National Whitley Office and Divisional Secretary: Haden Corser, 2, Mount Street, Manchester 2 (Blackfriars 7669).

NORTH-EASTERN AND YORKSHIRE DISTRICTS

Divisional Secretary: W. Cecil Wood, 12, East Parade, Leeds (Leeds 24861).

SCOTTISH DISTRICT

Divisional Secretary: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1 (Douglas 0404).

Relating to NALGO ancillaries and the supply and delivery of "Local Government Service" to—

The General Secretary, NALGO, Croyde, Braunton, North Devon (Croyde 212).

Relating to Public Relations and "Local Government Service" (editorial), to—

The Public Relations Officer, 192, Edgwarebury Lane, Edgware, Middlesex (EDGWARE 2025).

Relating to "Local Government Service" advertisements, to—

A. Darby's Advertising Agency Cobham House, 24, Black Friars Lane, London, E.C.4 (City 6896).

LONDON OFFICE

The General Secretary, 27, Abingdon Street, Westminster, S.W.1, Telephone and Telegrams Whitehall 9351.

District Committees

The summer meeting of the South Wales and Monmouthshire district committee, held at the Guildhall, Swansea, on July 26, approved a recommendation to the staff side of the South Wales provincial council that, where officers were incapacitated as a result of civil defence duties under their own local authority, full salary should be paid for a period of not less than 26 weeks; and that in the event of death the payment should be made to their dependents. In addition, branches were asked to urge their local authorities to adopt sick pay regulations no less favourable than this recommendation.

Reports were submitted of improved cost of living bonus, sick pay, and promotion schemes, in addition to the efforts being made to secure the membership of the outstanding county councils in the South Wales Provincial Council.

The Mayor of Swansea, Councillor T. James, J.P., welcoming the representatives, urged a greater collective interest in the welfare of colleagues and friends to create an improved spirit throughout the world. Hitler had done his worst in Swansea, but by united efforts now and in the future it and other blitzed towns and cities would arise again.

Mr. Rhys Williams, N.E.C. and district honorary secretary, in thanking the Mayor, said that NALGO liked to think that, where science had destroyed, it could help to build better Swansea, better Bristol, and better Coventry. The roofs of Swansea were in a poor state, but the foundations were as sure and sound as ever.

Hospitality for Warriors

For the benefit of members serving in the Forces, a publish below a complete list of branches and individuals members who have offered hospitality and entertainments for members in the Forces stationed in the areas. You shall be glad to add to the list.

BRANCHES

Ashton-under-Lyne.—W. B. BRADLEY, electrical works, Ashton-under-Lyne (use of Waterworks Social Club offered).

Blackburn NALGO Sports and Social Club.—J. COX, 42, Victoria Street, Blackburn.

Cambridgegrimsby.—LEO MASON, Shire Hall, Cambridge.

Cheshire County.—H. JONES, 47, Walter Street, Chester.

Essex Rivers.—Catchment Board.—I. E. INNES, Essex Rivers House, Springfield Road, Chelmsford.

Grimsby.—J. W. L. BUXTON, borough treasurer, dept., Victoria Street, Grimsby (Grimsby 1645).

Hinckley, Leicestershire.—J. G. S. TOMKINS, 14, Station Road, Hinckley.

Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.

Leicester.—J. HILL, City Water Offices, Bowling Green Street, Leicester.

Newcastle-upon-Tyne.—V. GRAINGER, Town Hall, Newcastle-upon-Tyne 1.

Skegness NALGO Social Club.—A. J. DAVIS, Town Hall, Rowan Bank, Skegness.

Winchester.—R. G. CASTLE, Guildhall, Winchester.

Wrexham.—H. BROOKFIELD, borough surveyor's dept. 1, Grosvenor Road, Wrexham.

PERSONAL

J. Darricotte, Grove House, Grove Lane, Cheddin, Hulme, Cheshire (Bramhall 306). Mr. Darricotte offers meals, bath, bed, snooker, table tennis, etc., to members in the Forces, on condition that he will write a phone to say when they would like to call.

F. W. Goodman, The Pines, Stourbridge Road, Bromsgrove, Worcestershire (secretary of Bromsgrove branch).

Retirement

Mr. Leonard Wray Greenhalgh has retired from his position of public assistance officer at Ipswich after 4 years in public assistance work, 14 of them at Chelmsford (where he rose from junior clerk to chief assistant to the Board of Guardians) and 32 at Ipswich (where he was clerk to the Guardians from 1909 to their dissolution in 1930). Mr. Greenhalgh was called to the Bar in 1907 and was elected national president of the National Poor Law Officers' Association in 1923; he is a member of the National Executive Committee of the Central Association for Mental Welfare, and chairman of the Ipswich Mental Welfare Association, and was for many years chairman of the Ipswich Blind Society.

Since the war Mr. Greenhalgh has played a prominent part in civil defence as execution officer and as organiser of the Ipswich rest centre organisation. He is succeeded by Mr. F. W. Goodchild, deputy public assistance officer and for some years secretary of the Ipswich branch.

Obituary

We regret to record the deaths of the following NALGO members:

Mr. John P. Murray, deputy clerk, Chesterfield R.D.C. and secretary of the Chesterfield R.D.C. branch from its formation (largely as a result of his enthusiasm in 1934 until 1940).

Mr. Herbert Robinson, chief town planning officer to Worcestershire county council and vice-president of the County Officers' Association, who was drowned while on a yachting holiday on the River Severn on July 22.

Congratulations To—

Mr. Fred Davenport, rating and valuation officer, Heckmondwike U.D.C. (formerly of Radcliffe and Abram), on receiving the M.B.E. for his services to the National Savings Movement.

Mr. Ian McCowan, borough treasurer, Margate, on receiving the M.B.E.

Mr. W. H. Swetham, borough librarian of Scarborough, and chairman of the Scarborough branch for some years, on being seconded to the National Service Hostels Association as chief administrative officer (in which capacity he will look after families evacuated from "blitzed" towns).

The women members of NALGO's headquarters staff at Croyde who, despite breaking all records for overtime work, have knitted 35 pullovers for NALGO members who are prisoners of war, and are determined to send at least one parcel to every NALGO prisoner.

Pudsey branch, for sending £6 ls. to the Benevolent and Orphan Fund—£5 raised by a dance and £1 ls. from branch funds.

West Hartlepool and Hartlepool branches, for sending £17 5s. 1d. and £8 12s. 6d., raised at a joint dance, to the Benevolent and Orphan Fund (this donation was incorrectly reported in July).

Hammersmith branch, for a donation of £40 to the Benevolent and Orphan Fund.

Sanitary Inspectors' Examination

For the duration of the war, candidates who have served in the hygiene sections of the Royal Army Medical Corps will be allowed by the Royal Sanitary Institute and Sanitary Inspectors' Examination Joint Board to qualify under Regulation 4 by producing a certificate of having worked 125 days in a public health department and spread over a period of not less than six months and of having received instruction during that time in all branches of the work and duties of a sanitary inspector for not less than 150 working hours.

FURNITURE MANUFACTURERS



Over 7,500 pieces of
Furniture on show

Model Rooms

Our Furniture is made by
hand in our own
Workshops

We invite you to see it in
the making from the rough
timber to the finished article

Extensive Carpet and
Bedding Department

Some of the Largest Showrooms in the Country

ALEXANDER DAVIS

LONDON

151 & 153 CURTAIN ROAD, E.C.2

(near Old Street Station) Bishopsgate 9622 (4 lines)

Open every day including Saturdays until 6 p.m.

N.B.—Our Euston Road Premises are not available owing to enemy action. Our usual extensive stocks are, however, now to be seen at our Curtain Road premises.

MANCHESTER: 40 PORT STREET, NEWTON STREET

OPEN EVERY DAY INCLUDING SATURDAYS UNTIL 6 p.m. CENTRAL 0638 (4 lines)

33 1/3%
Manufacturer's

Discount

allowed to members on
production of membership
card.

AN INVITATION

YOU ARE INVITED TO
LOOK ROUND WITHOUT
ANY OBLIGATION
WHATSOEVER

Conjuring with Coupons

GET MORE VALUE
WITH LESS COUPONS

NO COUPONS
REQUIRED

for cleaning and
remodelling your
old fur by patent
process. We will
estimate free.

SAVE NEXT
YEARS COUPONS

The lasting quality
and beauty of our
furs will show a
real saving of
coupons in the
long run.

5 COUPONS ONLY

for a beautiful
Silver Fox which
will add greatly
to the smartness
of your costume.

DEFERRED TERMS

can be arranged for payment
over 12 or 18 months if desired

CATALOGUE FREE

FURS SENT ON APPROVAL

UNITED FUR FACTORS

Wholesale Furriers

20, Piccadilly Mansions,
Piccadilly Circus, London, W.
(Entrance: 17 Shaftesbury Ave.)



EXAMINATION SUCCESS GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)
Weat and Food Inspector
Relieving Officer
Institution Officers
Clerical Assistants
A.R.V.O. • I.M.T.A.
Inst. M. & Cy. Engineers

College of Preceptors (accepted as
educational qualification by Joint
Board)
A.R.San.I., M.R.San.I.
Diploma M.R.I.P.H.H.
Chart. Institute of Secretaries, etc.
A.M.I.Mech.E., A.M.I.E.E.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of latest editions of all necessary standard text books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- Our Pass Record in all examinations is consistently well over 90 per cent. and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy of our 1941 Municipal Guide, which will be gladly sent without any obligation whatever on your part.

COUPON

CHAMBERS COLLEGE (Dept. 212)
148 Holborn, E.C.1

Please send me your MUNICIPAL GUIDE.

NAME

ADDRESS

Exam. in which interested

(d. stamp only required if unsealed)

CHAMBERS COLLEGE

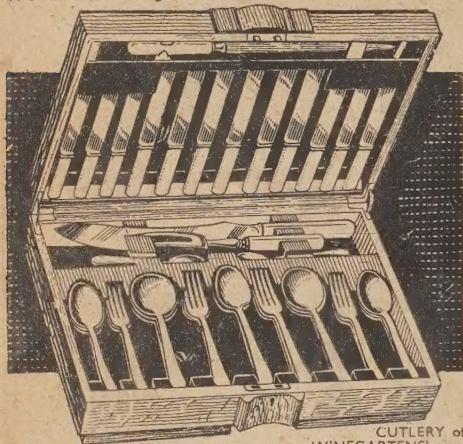
Dept. 212

148 HOLBORN
LONDON, E.C.1

20% CASH DISCOUNT

TO BONA FIDE PUBLIC OFFICIALS

It is real value you get at WINEGARTENS! Conditions are difficult but WINEGARTENS can be relied upon under all circumstances to protect the interests of their clients. Prices are being maintained as low as possible yet the qualities of WINEGARTENS products, be it Watches, Rings, Jewellery, Silverware, Cutlery, Clocks or Pewterware, are all manufactured to highest pre-war standard. The 4/- in the £ discount is a great opportunity to counteract the rising prices and is allowed to both civilian members and those serving in H.M. Forces.



CUTLERY of WINEGARTENS' own renowned manufacture in Sterling Silver, Silver Plate or Stainless, supplied both loose and in fitted Canteens. Comprehensive Catalogue sent post free on application. Cutlery offers one of the most useful suggestions for presentation purposes.

WINEGARTENS

EST. 1892. - TELEPHONE: BISHOPSGATE 1786 (2 LINES) LTD.
157, BISHOPSGATE, LONDON, E.C.2.

ENGAGEMENT RINGS

Ten Thousand to select from



'Solitaire' with Baguette shoulders



'Solitaire' square set

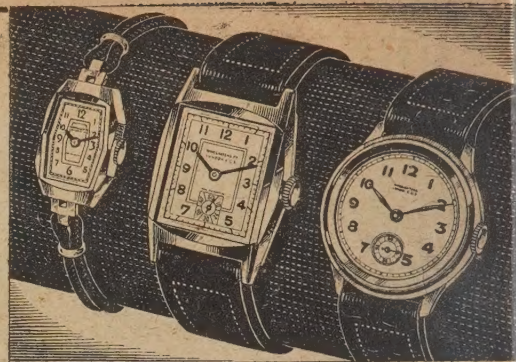


'Solitaire' square set, step shoulders



Two Diamonds Crossover

HOURS OF BUSINESS
Monday to Friday: 9.30 to 5 p.m.
Saturdays: 10.30 to 5 p.m.
Closed All Day.
Also Closed Sept. 23rd., Oct. 1st, 6th, 7th, 13th, 14th.



Very attractive Ladies' Cordonnais Wrist Watch in Chrome and Stainless Steel. 15 Ruby Jewelled Lever. Non-magnetic balance and hairspring. Exceptional value £5 5 0

Gents' Wrist Watch in Chrome and Stainless Steel, very robust construction. 15 Ruby Jewelled Lever. Non-magnetic balance and hairspring. £5 5 0

Gents' Distinguishing Wrist Watch in 9 c Gold with Winegarten high grade 15 Ruby JL Lever. Non-magnetic Suitable for everyday and dress occasions £10 10

COUPON To Messrs. WINEGARTENS Ltd. 157, Bishopsgate, London, E.C.2

I declare I am a bona fide Public Official. Please forward Catalogue(s) and Privilege Ticket entitling me to 20 per cent. cash discount.

☐ ENGAGEMENT RINGS ☐ JEWELLERY ☐ SILVERWARE
☐ WEDDING RINGS ☐ CUTLERY ☐ PEWTERWARE

Name

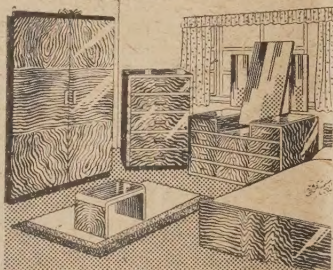
Address

BURTS OFFER YOU

TO PUBLIC OFFICIALS
This generous offer is the basis of BURTS' homely furnishing scheme. Sound value together with courteous treatment and care shown to customers in bad times make BURTS the leading Cash and Credit Furnishers. Remember discount can only be allowed if claimed when orders are placed, and prices are subject to market fluctuations and present day war-time increases.

10% FOR CASH 33% FOR CREDIT

TAKE IMMEDIATE ADVANTAGE OF OUR LARGE STOCKS STILL ENTIRELY FREE OF PURCHASE TAX.



BURTS' WAR ECONOMY TERMS		
Weekly	buys	Worth
2/-	"	£15
2/6	"	£19
3/-	"	£23
3/6	"	£27
4/-	"	£31
4/6	"	£35
5/-	"	£39

IN THE BEDROOM
A very handsome Suite finished in beautiful grey walnut. The commodious wardrobe is in perfect harmony with the original designed dressing table and chest.

3/6 WEEKLY

BURTS

CHARLES BURT LIMITED

The Great Cash or Credit Furnishers

Registered Office: 175 Regent Street, W.1

Phone REGENT 5341

OPEN ALL DAY SATURDAY

BRIXTON 374 Brixton Road S.W.9
WEMBLEY - 74 High Road
HARROW - 313 Station Road
EALING 2-4 New Broadway, W.5
WATFORD - 37 High Street
PECKHAM - 152 Rye Lane
(Temporary Office and Showrooms)

Please send me your NEW CATALOGUE OF FURNITURE

Name

Address

Thousands of School of Accountancy Students have risen from the ranks to

SUCCESSFUL CAREERS



J. D. C. MACFARLEY
Principal

as Directors, Managers, Accountants, Company Secretaries, Cost Accountants, Works Managers, Office Managers, Auditors, Company Registrars, Heads of Departments, Stores Controllers, Cashiers, Local Government Officers—Municipal & County Council Treasurers & Accountants, Secretaries, Public Assistance Officials, Departmental Chiefs, Chief Clerks—and in other Executive Appointments at

SALARIES FROM £300 to £2,000 A YEAR

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

Send for this 180 page FREE GUIDE to Careers

which is the most valuable book on Careers in Commerce, Industry, Banking, Insurance and Local Government Service ever published.

Like thousands of other men and women you can date success in your career from the day you send for this free book.

Read the brilliant and inspiring records of The School's Students, certified by a Chartered Accountant, in every branch of administration and in Matriculation, Professional and Commercial Examinations. Courses in Business Training for youths and young ladies are featured in the Guide. Learn how you can obtain the benefit of the Principal's advice on your career free.

The School provides the most efficient postal tuition for all University Matriculation and Entrance Examinations, all Preliminary Examinations of Professional Societies, and the B. Com. Degree.

THE SCHOOL OF ACCOUNTANCY

100 REGENT HOUSE, GLASGOW, C.2.
SHELL HOUSE, JOHANNESBURG